



BRAINWARE UNIVERSITY

Term End Examination 2023-2024
Programme – BBA LL.B.-2019/BBA LL.B.-2020
Course Name – Labour Law I
Course Code - BBALLB702
(Semester VII)

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- (i) Identify the Act which will not be repealed by the Code on Wages, 2019
- | | |
|----------------------------|-------------------------------|
| a) Factories Act, 1948 | b) Payment of Wages Act, 1936 |
| c) Minimum Wages Act, 1948 | d) Payment of Bonus Act, 1965 |
- (ii) Recall the date in which the Code on Wages, 2019 was introduced in Lok Sabha
- | | |
|---------------------|-----------------------|
| a) 23rd May, 2019. | b) 23rd June, 2019. |
| c) 23rd July, 2019. | d) 23rd August, 2019. |
- (iii) Identify the section of the Minimum Wages Act, 1948 in which the definition of the term wages has been provided
- | | |
|--------------------|-----------------|
| a) section 2(g) | b) section 2(h) |
| c) section 2(i) of | d) section 2(j) |
- (iv) Identify the section of the Minimum Wages Act, 1948 in which minimum rate of wages has been described in
- | | |
|---|---|
| a) section 3 of Minimum Wages Act, 1948 | b) section 4 of Minimum Wages Act, 1948 |
| c) section 5 of Minimum Wages Act, 1948 | d) section 6 of Minimum Wages Act, 1948 |
- (v) Identify the objective of the Minimum Wages Act, 1948
- | | |
|---|--|
| a) completed his fourteenth year of age but has not completed his eighteenth year | b) it is expedient to provide for fixing minimum rates of wages in certain employments |
| c) provide for fixing minimum rates of wages in certain employments | d) provide a person wages who has completed his eighteenth year of age |
- (vi) Recall the fact that the Minimum Wages Act, 1948 is the Act to
- | | |
|---|--|
| a) completed his fourteenth year of age but has not completed his eighteenth year | b) it is expedient to provide for fixing minimum rates of wages in certain employments |
|---|--|

- c) provide for fixing minimum rates of wages in certain employments
- d) provide a person wages who has completed his eighteenth year of age
- (vii) Identify the reason for which the Minimum Wages Act 1948 is passed
- a) In relation to scheduled employment carried on by or under the authority of the 4 Central Government or a railway administration, or in relation to a mine, oilfield or major port, or any corporation established by 5 a Central Act, the Central Government
- b) the authority appointed by the appropriate Government by notification in its Official Gazette to ascertain from time to time the cost of living index number applicable to the employees employed in the scheduled employments specified in such notification
- c) provide a person wages who has completed his eighteenth year of age
- d) it is expedient to provide for fixing minimum rates of wages in certain employments
- (viii) Predict the section which deals with the concept of Facilities to be afforded to Inspectors
- a) Section 4 of The Minimum Wages Act, 1948
- b) Section 5 of The Minimum Wages Act, 1948
- c) Section 14A of The Minimum Wages Act, 1948
- d) Section 6 of The Minimum Wages Act, 1948
- (ix) Predict the meaning of cost of living index number in relation to employees in any scheduled employment in respect of which minimum rates of wages have been fixed
- a) by the authority appointed by the appropriate Government by notification in its Official Gazette to ascertain from time to time the cost of living index number applicable to the employees employed in the scheduled employments specified in such notification
- b) by the index number ascertained and declared by the competent authority by notification in the Official Gazette to be the cost of living index number applicable to employees in such employment
- c) by a minimum rate of wages for time work (hereinafter referred to as "a minimum time rate
- d) by appointing as many committees and subcommittees as it considers necessary to hold enquiries and advise it in respect of such fixation or revision, as the case may be
- (x) Predict the section where the term employer has been provided
- a) Section 2(e) of The Minimum Wages Act, 194
- b) Section 2(f) of The Minimum Wages Act, 194
- c) Section 2(g) of The Minimum Wages Act, 194
- d) Section 2(h) of The Minimum Wages Act, 194
- (xi) Predict the section which deals with the fixing of minimum rates of wages
- a) Section 3 of The Minimum Wages Act, 1948
- b) Section 4 of The Minimum Wages Act, 1948
- c) Section 5 of The Minimum Wages Act, 1948
- d) Section 6 of The Minimum Wages Act, 1948
- (xii) Choose the section of the Minimum Wages Act, 1948 which deals with the concept of Procedure for fixing and revising minimum wages
- a) Section 2
- b) Section 3
- c) Section 4
- d) Section 5
- (xiii) Choose the section of definition of the term employer in the Minimum Wages Act, 1948
- a) Section 2(e)
- b) Section 2(f)
- c) Section 2(g)
- d) Section 2(h)
- (xiv) Choose the section of the Minimum Wages Act, 1948 which deals with the Advisory Board
- a) Section 7
- b) Section 8
- c) Section 9
- d) Section 10
- (xv) Predict the section which deals with the time of payment of wages
- a) Section 4 of the Payment of Wages Act,1936
- b) Section 5 of the Payment of Wages Act,1936
- c) Section 6 of the Payment of Wages Act,1936
- d) Section 7 of the Payment of Wages Act,1936

Group-B

(Short Answer Type Questions)

3 x 5=15

2. State the object of introduction of 4 new labour codes (3)
3. Explain the objective of Factories Act, 1948 (3)
4. Explain salient features of the Occupational Safety, Health and Working Conditions Code, 2020 (3)
5. Explain Contract labour under the Occupational Safety, Health and Working Conditions Code, 2020 (3)
6. Analyze the provision of Dust and fume under the Factories Act,1948 (3)

OR

Analyze the provision of overcrowding under the Factories Act,1948 (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Discuss the objective of the Equal Remuneration Act, 1976 (5)
8. Describe the definition of worker under the Factories Act,1948 (5)
9. Discuss Adult and child under the Factories Act, 1948 (5)
10. Analyze the case of Tamil Nadu N.G.O Union v. The Registrar of Trade Unions (1962), (5)
11. Analyze the case of Ram Prasad Viswakarma v. Industrial Tribunal (1961) (5)
12. Analyze the case of Hindustan Aeronautics Limited v. Workmen AIR 1975 (5)

OR

Analyze the issues and judgement of the case of M/S Lakshmi Precision Screws Ltd. v. Ram Bhagat (2002) (5)
