



BRAINWARE UNIVERSITY

Term End Examination 2023-2024

Programme – LLM-2022

Course Name – Labour and Industrial Law-I

Course Code - LLM303A

(Semester III)

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 option which defines the term adolescent under Occupational code 2020
 - a) Section 2
 - b) section3
 - c) section4
 - d) section5
 - (ii) Choose the correct option which deals with the provision of appeal against registration under Occupational code 2020
 - a) Section4
 - b) Section5
 - c) Section6
 - d) Section7
 - (iii) 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
 - (iv) Select the correct option through which the industrial peace is secured
 - a) Compromise and arbitration
 - b) adjudication and arbitration
 - c) negotiation and adjudication
 - d) none of the over
 - (v) choose the correct option which the appropriate government shall follow to revise the minimum rate of wages
 - a) 3 years
 - b) 5 years
 - c) 1 year
 - d) 6 months
 - (vi) Choose the correct term that cannot be included under the term worker in Minimum Wages Act
 - a) Semi skilled
 - b) skilled
 - c) high skilled
 - d) expert
 - (vii) Predict the correct option which is providing restrictions under occupational code for an adolescent to work in any
 - a) Dangerous industry
 - b) hazardous industry

- c) unhealthy industry
d) unsafe industry
- (viii) Select the correct option which denotes the number of age not completed by an adolescent
- a) 21
b) 18
c) 16
d) 17
- (ix) State the time period which is prohibitory for a child to work
- a) 6pm8am
b) 7pm7am
c) 7pm8am
d) 8pm8am
- (x) State the time period for the total duty hours of a child including the rest period shall not exceed
- a) 5
b) 7
c) 6
d) 4
- (xi) State the number of hours which a child shall not be required to work more than
- a) 4
b) 3
c) 5
d) 2
- (xii) State the method of Conciliation
- a) Mediates in and persuades the matter
b) Listens to both the parties and gives his own decision
c) Gives his decision without listening to the parties
d) None of these
- (xiii) Choose The main function of an arbitrator
- a) To conciliate all industrial disputes
b) To induce the parties to come to an amicable settlement
c) To adjudicate industrial disputes
d) None of these
- (xiv) Identify the object of Lockout
- a) A reward
b) An industrial action
c) An incentive
d) None of these
- (xv) choose the number of hours in a week can an adult work as per factories act
- a) 9 hours
b) 56 hours
c) 34 hours
d) 48 hours

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Describe the constitution and functions of the National and State Advisory Boards as per the Code on Wages. (3)
3. Describe the various offences and penalties specified in the Code on Wages for non-adherence to minimum wage and wage payment provisions. (3)
4. Identify the circumstances under which an employer can make deductions from wages without obtaining the worker's consent, as per the Code on Wages. (3)
5. Evaluate the adequacy of the provisions in the Code for addressing the specific needs and challenges faced by marginalized and vulnerable workers. (3)
6. Evaluate the impact of the Code on Wages on reducing disputes related to wages and enhancing worker satisfaction. (3)

OR

Evaluate the role and significance of the Advisory Boards in maintaining a balance between industry requirements and workers' welfare. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Discuss the significance of minimum wages in promoting fair compensation for workers. (5)

8. Discuss the role of the Advisory Boards in ensuring appropriate minimum wage fixation. (5)
9. Identify the key components of wages as defined in the Code. (5)
10. Identify the roles of the State Advisory Board. (5)
11. Identify the circumstances under which women employees are entitled to special benefits, protection, and facilities as specified in the Code. (5)
12. Identify the circumstances where an employer can deduct wages without consent. (5)

OR

Identify the types of information that employers are required to include in the registers and records as per the Code's provisions. (5)
