



BRAINWARE UNIVERSITY

Term End Examination 2023-2024
Programme – LL.B.-2021
Course Name – Labour Law II
Course Code - LLB505
(Semester V)

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) Predict Which article of the Indian Constitution guarantees the right to work as a fundamental right

a) Article 14

b) Article 19(1)(c)

c) Article 21A

- d) Article 41
- (ii) Select The constitutional provision that prohibits forced labor is found under:
 - a) Directive Principles of State Policy

b) Fundamental Rights

c) Preamble

- d) Ninth Schedule
- (iii) Predict Which of the following fundamental rights provides protection against unfair dismissal from employment

a) Article 21

b) Article 23

c) Article 32

- d) Article 311
- (iv) Predict The minimum age for employment in hazardous industries under the Indian Constitution is:

a) 14 years

b) 16 years

c) 18 years

- d) 21 years
- (v) Show. Right to form associations or unions is guaranteed under:

a) Article 19(1)(c)

b) Article 22

c) Article 25

- d) Article 43
- (vi) Indicate The Indian Constitution that provides for the right to equal pay for equal work under:

a) Article 14

b) Article 15

c) Article 21

d) Article 39(d)

(VII)	its practice		
	a) Article 15	b) Article 17	
	c) Article 19	d) Article 21	
(viii)	Indicate Maternity benefits for women workers a	re guaranteed under:	
	a) Article 42	b) Article 45	
	c) Article 51A(e)	d) Article 62	
(ix)	Show Which fundamental right ensures the right		•
	a) Article 25	b) Article 32	
/ ₁ , \	c) Article 41	d) Article 45	
(x)	Show right to strike as a weapon for workers is re		
	a) Article 19(1)(c)	b) Article 23	
	c) Article 32 Select Which law governs the relations between	d) Article 43	
	establishment	employers and employees in an industrial	
	a) Contract Law	b) Industrial Law	
	c) Environmental Law	d) Taxation Law	
	Select What is the legal maximum number of wo	•	
	most industrial establishments		
	a) 6 hours	b) 8 hours	
	c) 10 hours	d) 12 hours	
(xiii)	Predict the previous legislation that provides sociof old age, disability, or death is called:	al security benefits to employees in case	
	a) Workmen\'s Compens	b) Industrial Relations	
	c) Employee Provident F	d) Factories Act	
(xiv)	Predict Which authority is responsible for resolvi	ng industrial disputes in India	
	a) Labor Court	b) Human Rights Comm.	
	c) Supreme Court	d) Central Bureau of Inv.	
(xv)	Predict The right to form and join trade unions is		
	a) Industrial Law	b) Competition Law	
	c) Right to Education	d) Right to Information	
	Grou	р-В	
	(Short Answer Ty	/pe Questions)	3 x 5=15
2. Di	scuss the concept of appropriate Government und	der the Code on Social Security.2020	(3)
	B. Discuss Labor or Industrial Jurisprudence		
4. Sk	1. Sketch the prohibition of Strike under Industrial Relations Code,2020		
5. Examine the prohibions relating to Lay off			(3)
6. Ev	aluate the importance of Employees Provident Fu		(3)
Ev	OF aluate the benefits of EPF	Y	(3)
	Grou	p-C	
	(Long Answer Ty	•	5 x 6=30
7. E	xplain the concept of employee benefits in labor	laws	(5)
	3. Express the significance of collective bargaining in labor laws		
a F	vaming the concept of ADR in industrial dispute		(5) (5)

10. Illustrate How do maternity benefits impact women's workforce participation and economic empowerment
11. Evaluate the notion of Illegal strikes and lockouts (5)
12. Explain the concept of minimum wage in labor laws (5)
OR
Explain the concept of purpose of occupational health and safety regulations (5)