



BRAINWARE UNIVERSITY

Term End Examination 2023-2024 Programme - LL.B.-2021/LL.B.-2022 Course Name - Labour Law I **Course Code - LLB401** (Semester IV)

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 Choose the correct alternative from the following: (i) Identify Safety Officers are to be appointed if organisation is engaging or more employees a) 1000 b) 2000 d) 750 c) 500 (ii) Choose the type of third party negotiation, known as arbitration, includes a) binding arbitration b) interest arbitration c) all of these (iii) Which organization is responsible for fixing and revising the minimum wages under the Code on Wages, 2019 a) Ministry of Labor and Employment b) National Commission for Women c) Reserve Bank of India d) Ministry of Finance (iv) What is the purpose of fixing minimum wages as per the Code on Wages, 2019 b) To ensure decent living conditions for a) To promote unemployment workers c) To reduce productivity in the workforce d) To increase income inequality (v) who is entitled to receive minimum wages under the Code on Wages, 2019 a) Only skilled workers b) Only workers in urban areas c) All workers employed in scheduled Only workers in government sectors employments (vi) Which factor is NOT considered while fixing minimum wages under the Code on Wages, 2019 a) Skill level of workers b) Living standard of workers c) Demand and supply of labor d) Profit margin of the employer (vii) How often can the minimum wages be revised under the Code on Wages, 2019

b) Every 2 years

d) Revision is not allowed under the Code

a) Every 5 years

c) Every year

| (VIII) | Code on Wages, 2019 | phance with minimum wages under the | |
|--|--|--|----------|
| | a) Local police department | b) Employers' association | |
| <i>(</i> :) | c) Labor Inspectorate | d) Ministry of Environment | |
| (IX) | Which principle guides the fixing of minimum w | | |
| | a) Profit maximizationc) Employer preference | b) Cost of livingd) Government intervention | |
| (x) | What is the objective of the Minimum Wages A | • | |
| Wages, 2019 | | | |
| | a) To maximize profits | b) To ensure a living wage for workers | |
| <i>(</i>) | c) To discourage employment d) To reduce labor productivity | | |
| (xi) Infer where an employee can file a claim under the Code on Wages, 2019 in case of non-payment of dues | | | |
| | a) District Court | b) High Court | |
| | c) Labor Court | d) Employment Tribunal | |
| (xii) | Identify Which authority conducts the audit of t | | |
| | 2019 | | |
| | a) Labor Inspector | b) Auditor General | |
| /:::\ | c) Chartered Accountant | d) Wage Inspector | |
| (XIII) | Infer what is the time limit for conducting the at 2019 | udit of wages under the Code on Wages, | |
| | a) Annually | b) Biannually | |
| /:\ | c) Quarterly | d) Once in two years | |
| (XIV) | Infer what is the role of an Inspector-cum-facilit | | |
| | a) Enforcement of wage regulationsc) Conducting employee training programs | ., | |
| (xv) | Infer the primary objective of Inspector-cum-fact 2019 | | |
| | a) Ensuring workplace safety | b) Facilitating wage compliance | |
| | c) Promoting environmental sustainability | d) Conducting market research | |
| | Grou | р-В | |
| (Short Answer Type Questions) 3 | | | 3 x 5=15 |
| 2. Illustrate the welfare provision under the Occupational Safety, Health and Working Conditions Code, 2020. | | | (3) |
| 3. Illustrate Minimum wages as a key feature of Code on Wages,2019. | | | (3) |
| | 4. Explain the procedure of registration under Occupational code. | | |
| | 5. Illustrate Uniform definition of Equal remuneration as a key feature of Code on Wages, 2019. | | |
| 6. Examine the provisions of social security fund under the code on Wages, 2019. (3) OR | | | (3) |
| Ex | Examine the objectives of new labour codes in India. | | |
| | Grou | p-C | |
| (Long Answer Type Questions) 5 x 6 | | | |
| | Define Industrial Dispute. | | (5) |
| | Explain the salient features of the Occupational S | afety, Health and Working Conditions | (5) |
| 9. \ | Code, 2020. What are the Health, safety and working conditions under the Occupational Safety, Health | | n (5) |
| | and Working Conditions Code, 2020. 10. Examine the grounds for Disqualification for bonus, under the new wage code. | | |
| to. Examine the grounds for Disqualification for Dollas, under the new wage code. | | | (5) |

- 11. Explain the meaning of employee under the Occupational Safety, Health and Working Conditions Code, 2020.12. Explain the meaning of competent parent Populational Safety, Health and Working (5)
- 12. Explain the meaning of competent person Occupational Safety, Health and Working Conditions Code, 2020. (5)

OR

Explain the meaning of core activity of an establishment under the Occupational Safety, (5) Health and Working Conditions Code, 2020.
