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BRAINWARE UNIVERSITY

Term End Examination 2025-2026

Programme – LL.B.-2021/LL.B.-2022/LL.B.-2023/LL.B.-2024

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

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) Identify Safety Officers are to be appointed if organisation is engaging or more employees

a) 1000	b) 2000
c) 500	d) 750
- (iii) Choose the type of third party negotiation, known as arbitration, includes

a) binding arbitration	b) interest arbitration
c) all of these	
- (iv) 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
- (v) What is the purpose of fixing minimum wages as per the Code on Wages, 2019?

a) To promote unemployment	b) To ensure decent living conditions for workers
c) To reduce productivity in the workforce	d) To increase income inequality
- (vi) 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 employments	d) Only workers in government sectors
- (vii) 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
- (viii) How often can the minimum wages be revised under the Code on Wages, 2019
a) Every 5 years
b) Every 2 years
c) Every year
d) Revision is not allowed under the Code
- (ix) Which authority is responsible for ensuring compliance with minimum wages under the Code on Wages, 2019
a) Local police department
b) association of employers
c) Labor Inspectorate
d) Ministry of Environment
- (x) what is the penalty for non-payment of minimum wages by the employer according to the Code on Wages, 2019
a) Warning
b) Fine
c) Imprisonment
d) No penalty is specified under the Code
- (xi) Which principle guides the fixing of minimum wages under the Code on Wages, 2019
a) Profit maximization
b) Cost of living
c) Employer preference
d) Government intervention
- (xii) What is the objective of the Minimum Wages Act, as incorporated in the Code on Wages, 2019
a) To maximize profits
b) To ensure a living wage for workers
c) To discourage employment
d) To reduce labor productivity
- (xiii) Which category of worker is exempted from the provisions of minimum wages under the Code on Wages, 2019?
a) Women workers
b) Child workers
c) Migrant workers
d) Government employees
- (xiv) Which schedule of the Code on Wages, 2019 lists the employments for which minimum wages are fixed
a) Schedule I
b) Schedule II
c) Schedule III
d) Schedule IV
- (xv) who determines the minimum rates of wages for workers under the Code on Wages, 2019
a) State Government
b) Central Government
c) Local Municipal Corporation
d) Both 1 and 2

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Group-B
(Short Answer Type Questions)

3 x 5=15

2. Illustrate Inter-state migrant workers and contract labours as employees Occupational Safety, Health and Working Conditions Code, 2020 (3)
3. Illustrate Uniform definition of wages as a key feature of Code on Wages, 2019 (3)
4. What are the guidelines of Case of visakha. (3)
5. What do you mean by occupational diseases (3)
6. Examine the objectives of New Labour Codes in India. (3)

OR

Examine the concept of contracting out. (3)

Group-C
(Long Answer Type Questions)

5 x 6=30

7. A manufacturing company employing 300 workers declared that it will not pay bonus for the current year citing losses. However, financial records show profits above the statutory threshold.1Explain Whether workers are entitled to bonus under the Code on Wages? (5)

- 2.Explain What conditions govern bonus eligibility and payment?3. Explain Can the employer deny bonus unilaterally?4.Explain What remedies are available to workers?
8. A principal employer hired contract labour for cleaning operations in a hazardous industry. (5)
The contractor failed to provide safety gear, leading to an accident.1.Explain Who is responsible for safety of contract labour under the OSH Code?2 Explain What obligations do principal employer and contractor have?3.Explain What relief can the injured worker claim? 4.Explain What penalties may arise from such violation?
9. What are the Health, safety and working conditions under the Occupational Safety, Health and Working Conditions Code, 2020. (5)
10. Explain the position of Inter-state migrant workers and contract labours as employees under the Occupational Safety, Health and Working Conditions Code, 2020 (5)
11. Explain Special Provisions relating to employment of women under the Occupational Safety Health and Working Conditions Code, 2020. (5)
12. A chemical manufacturing unit employs 300 workers and engages contract labour for handling hazardous substances. The contractor does not provide safety gloves or masks. Due to exposure to toxic chemicals, a contract worker suffers serious injuries.1.Explain Who is responsible for ensuring safety of contract labour under the OSH Code, 2020?2 Explain What duties does the principal employer have in this situation?3Explain What obligations has the contractor violated?4Explain What remedies are available to the injured worker?

OR

In a chemical factory, workers were exposed to toxic fumes due to lack of protective equipment. Several workers fell ill. The employer had not conducted any safety audit.1.Explain What duties does the employer have under the OSH Code, 2020?.Explain Whether failure to provide safety equipment amounts to a violation?3Explain What rights do workers have in such hazardous conditions?4.Explain What penalties and corrective measures can authorities impose? (5)

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