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SCHOOL OF LAW
 Parasat, Kolkata- 700125

Term End Examination 2025-2026**Programme – LLM-2023/LLM-2024****Course Name – Labour and Industrial Law - II****Course Code - LLM401A****(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) Identify the Section of Industrial Relations Code, 2020 dealing with Making of model standing orders by Central Government and temporary application.

a) Section 29	b) Section 24
c) Section 26	d) Section 28
- (ii) Choose the Section of Industrial Relations Code, 2020 dealing with Preparation of draft standing orders by employer and procedure for certification.

a) Section 22	b) Section 24
c) Section 30	d) Section 29
- (iii) Identify the Section of Industrial Relations Code, 2020 dealing with Certifying officer and appellate authority to have powers of civil court.

a) Section 33	b) Section 34
c) Section 35	d) Section 31
- (iv) Identify the Section of Industrial Relations Code, 2020 dealing with Date of operation of standing orders and its availability.

a) Section 37	b) Section 35
c) Section 32	d) Section 34
- (v) Discover the Section of Industrial Relations Code, 2020 dealing with Register of standing orders.

a) Section 33	b) Section 34
c) Section 35	d) Section 31
- (vi) Identify the Section of Industrial Relations Code, 2020 dealing with Oral evidence in contradiction of standing orders not admissible

a) Section 37	b) Section 36
c) Section 38	d) Section 41

- (vii) Choose the constitutional provision that prohibits forced labor -
 a) Article 21
 b) Article 23
 c) Article 24
 d) Article 25
- (viii) Select under which provision the State shall, in particular, direct its policy towards securing equal pay for equal work for both men and women.
 a) Article 22
 b) Article 23
 c) Article 39(a)
 d) Article 39 (d)
- (ix) Select the constitutional provision which prohibits the employment of children under 14 years of age in hazardous occupations, such as factories, mines, and construction work.
 a) Article 24
 b) Article 25
 c) Article 39
 d) Article 48
- (x) Select under which provision of Indian Constitution the Right to form associations or unions is guaranteed.
 a) Article 19(1)(c)
 b) Article 22
 c) Article 25
 d) Article 43
- (xi) Choose under which provision of the Indian Constitution the citizens, men and women equally, have the right to an adequate means to livelihood.
 a) Article 14
 b) Article 15
 c) Article 21
 d) Article 39(a)
- (xii) Choose under which article of the Indian Constitution untouchability and its practice is abolished.
 a) Article 15
 b) Article 17
 c) Article 19
 d) Article 21
- (xiii) Choose under which constitutional provision Maternity benefits for women workers are guaranteed -
 a) Article 42
 b) Article 45
 c) Article 51A(e)
 d) Article 62
- (xiv) Choose whether a trade union can be registered for only a specific industry under the Industrial Relations Code 2020 or not.
 a) Registration is always country-wide
 b) Yes, but only in states where it has members
 c) Yes, as long as it follows a national constitution
 d) No, it must cover multiple industries
- (xv) Choose whether The Code on Social Security 2020 covers maternity benefits for women adopting a child.
 a) Yes it Covers
 b) No it does Not
 c) Only if the child is an orphan or differently-abled
 d) Only if the child is less than 1 year old

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Illustrate the objectives of Maternity Benefit under the Maternity Benefit Act. (3)
3. Outline the meaning of the term contract Labour under the Code of Social Security, 2020. (3)
4. Interpret the definition of an employee under the Code on Social Security, 2020. (3)
5. Analyze the concept of settlement under the Industrial Relations Code, 2020. (3)
6. Explain the the purpose of the Industrial Relations Code, 2020. (3)

OR

Explain the meaning of lay off.

(3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Explain the meaning of industrial and individual dispute with illustration. (5)
8. Evaluate the notion of Illegal strikes and lockouts. (5)
9. Assess the procedure of retrenchment. (5)
10. Explain the concept of employee benefits in labour laws. (5)
11. Explain the importance of maternity benefit as a social security. (5)
12. Inspect the key objectives of the Industrial Relations Code 2020. (5)

OR

Inspect the impact of trade unions under Industrial Relations Code, 2020. (5)

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