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SCHOOL OF LAW
Parasat, Kolkata- 700125

BRAINWARE UNIVERSITY

Term End Examination 2025-2026

Programme – BBA LL.B.-2021/BBA LL.B.-2022/B.A. LL.B.-2022

Course Name – Labour Law II

Course Code - BBALLB801/BALLB801

(Semester VIII)

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 under which constitutional provision right of workers to receive wages and other benefits
 - a) Article 19(1)(c)
 - b) Article 23
 - c) Article 32
 - d) Article 43
- (ii) Identify the law that governs the relations between employers and employees in an industrial establishment
 - a) Indian Contract Act, 1872
 - b) Industrial Relations Code, 2020
 - c) Companies Act, 2013
 - d) None of these
- (iii) Select the legal maximum number of working hours per day allowed for an adult worker in most industrial establishments
 - a) 6 hours
 - b) 8 hours
 - c) 10 hours
 - d) 12 hours
- (iv) Which of the following is NOT covered under labour laws?
 - a) Industrial Relations
 - b) Certification of Unions
 - c) Intellectual Property Rights
 - d) Workplace Health and Safety
- (v) Select which authority is currently responsible for resolving industrial disputes in India
 - a) Labor Court
 - b) Human Rights Commission
 - c) Supreme Court
 - d) Central Bureau of Investigation
- (vi) Select: The Industrial Relations Code 2020 replaces which of the following acts
 - a) Industrial Employment (Standing Orders) Act, 1946
 - b) Trade Unions Act, 1926
 - c) Industrial Disputes Act, 1947
 - d) All of these
- (vii) Identify the chapter of the Industrial Relations Code, 2020 deals with the registration, cancellation, and alteration of trade unions
 - a) III
 - b) VI
 - c) VIII
 - d) IX

- (viii) Identify the authority responsible for the resolution of individual disputes between employers and workers as laid down under the Code
- Central Arbitration Council
 - Grievance Redressal Committee
 - Labor Court
 - Conciliation Board
- (ix) Choose which authority is responsible for the registration of trade unions under the Industrial Relations Code 2020
- Labor Commissioner
 - Registrar of Trade Unions
 - Chief Labor Officer
 - District Collector
- (x) Select whether a trade union can be registered for only a specific industry under the Industrial Relations Code 2020 or not.
- Registration is always country-wide
 - Yes, but only in states where it has members
 - Yes, as long as it follows a national constitution
 - No, it must cover multiple industries
- (xi) Choose the significant factor that led to the rise of early labour movements
- Technological advancements
 - Harsh working conditions and exploitation
 - Increased corporate profits
 - Environmental concerns
- (xii) Choose - the term "industry" under the Industrial Relations Code, 2020 does NOT include:
- Manufacturing companies
 - Charitable Institutions
 - Retail services
 - None of these
- (xiii) Identify whether a registered trade union, under the Industrial Relations Code 2020, can be dissolved voluntarily or not.
- Yes, with a simple majority vote
 - No, it can only be dissolved by the government
 - Yes, but only with permission from the employer
 - Yes, with a two-thirds majority vote
- (xiv) What is the purpose of the Worker Re-skilling Fund introduced by the Code?
- To help workers retire early
 - To provide financial aid for laid-off workers
 - To subsidize employer contributions
 - To help retrenched workers secure new employment
- (xv) Select the primary objective of the National Industrial Tribunal
- Settle industrial disputes
 - Enforce labor laws
 - Conduct labor inspections
 - Implement trade unions

Group-B

(Short Answer Type Questions)

3 x 5=15

- Explain the meaning of Lay Off (3)
- Explain the meaning of Unfair Trade Practice (3)
- Explain the term Manufacturing Process under the Code of Social Security, 2020 (3)
- Sketch the concept of "Career Centre" under the Code on Social Security 2020 (3)
- Discuss the objectices of Maternity Benefit (3)

OR

Discuss the term contract Labour under the code of Social Security, 2020. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

- Explain the meaning of Gig worker. (5)
- Explain the meaning of industrial and individual dispute with illustration. (5)
- Explain the concept of purpose of occupational health and safety regulations (5)
- Explain the significance of collective bargaining in labor laws (5)
- Explain the challenges faced by trade unions (5)

12. Evaluate the notion of Illegal strikes and lockouts

(5)

OR

Assess the procedure of retrenchment

(5)

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