

Q.22 Write main provisions related to occupational safety in India Labour Laws.

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#### Section-D

**Note:** Long answer questions. Attempt any two question out of three Questions. (2x8=16)

Q.23 Give some examples of Labour Laws in India. Elaborate main principles underlying labour legislation in India.

Q.24 Write a detailed note on Occupational Safety, Health and working Conditions Code, 2020.

Q.25 Discuss in detail main provisions of Industrial Relations Code, 2020.

**5th Sem. / Business Management  
(Human Resource Management)**

**Subject : Labour Laws & Industrial Relations**

Time : 3 Hrs.

M.M. : 60

#### SECTION-A

**Note:** Multiple Choice Questions. All Questions are compulsory. (6x1=6)

Q.1 The Industrial relations code simplifies the process of registering which of the following?

- a) Maternity benefits
- b) Employee welfare funds
- c) Trade Unions
- d) Contractual Employment

Q.2 Under the Social Security Code 2020, the minimum period of maternity leave for female employees is how many weeks?

- a) 8 Weeks
- b) 12 Weeks
- c) 18 Weeks
- d) 26 Weeks

Q.3 Which provision is generally NOT included in the Occupational Safety, Health, and working conditions Code?

- a) Health and safety standards
- b) Hazardous industry regulations
- c) Family pension
- d) Working hours for women

- Q.4 Which Act under the Social Security Code provides for insurance coverage to workers in case of injury?
- Employees' Provident Funds Act
  - Employees' State Insurance Act
  - Factories Act
  - Maternity Benefit Act

- Q.5 The new labour Codes are aimed at consolidating the previous laws to how many Codes?
- 4
  - 2
  - 5
  - 3

- Q.6 The Industrial Relations Code aims to regulate which of the following?
- Social security benefits
  - Union formation and industrial disputes
  - Occupational safety
  - Wages of workers

#### Section-B

**Note: Objective/Completion type questions. All questions are compulsory.**  $(6 \times 1 = 6)$

- Q.7 To resolve workplace discrimination is an important objective of labour laws in India. (True/False)
- Q.8 What is full form of EPFO?
- Q.9 Social Security Code covers only organized sector workers doesn't include unorganized sector workers. (True/False)

- Q.10 \_\_\_\_\_ Ministry oversees labour laws in India.
- Q.11 Minimum Wages Act is now included in Industrial Relations Code, 2020. (True/False)
- Q.12 Establishment of National Minimum Wages is an important objective of Code on Wages. (True/False)

#### Section-C

**Note: Short answer type Question. Attempt any eight questions out of Ten Questions.**  $(8 \times 4 = 32)$

- Q.13 What is the importance of labour laws in India?
- Q.14 Who is considered as an employer as per labour legislation?
- Q.15 Write a short note on scope of labour laws in India.
- Q.16 Discuss main welfare provisions as mentioned in Occupational Safety, Health and Working Conditions Code, 2020.
- Q.17 Discuss in brief main provisions of Employees' Provident Fund Act.
- Q.18 What are the main features of Payment of Gratuity Act.
- Q.19 Write a short note on latest features of Industrial Disputes Act.
- Q.20 What are the main provisions related to working conditions as per Occupational Safety, Health and working Conditions code, 2020?
- Q.21 Explain the meaning of wages in detail in context of labour laws.