

- Q.16 Discuss in brief main provisions of Employees' State Insurance Act.
- Q.17 What are the main features of Maternity Benefit Act?
- Q.18 Write a short note on Trade Union Act.
- Q.19 Briefly explain latest features of Industrial Employment Act.
- Q.20 What are the main provisions related to hours of work and leave as per Occupational Safety, Health and working Conditions code, 2020?
- Q.21 What do you understand by term "Contract Labour"?
- Q.22 What are the main objectives of labour laws?

SECTION-D

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

- Q.23 Write a detailed note on significance of labour laws in India.
- Q.24 Elaborate main provisions of Social Security Code, 2020.
- Q.25 Explain in detail main provisions of Employees Provident Fund Act.

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5th Sem / Business Management (HRM)

Subject : Labour Laws and Industrial Relations

Time : 3 Hrs.

M.M. : 60

SECTION-A

Note: Multiple choice questions. All questions are compulsory (6x1=6)

- Q.1 Under the new labour Codes, the four Codes aim to benefit workers by providing better:
- Job security and working conditions
 - Tax exemptions
 - Entertainment facilities
 - Financial assistance for startups
- Q.2 Which of these codes includes provisions for health and safety training?
- Wage Code
 - Industrial Relations Code
 - Occupational Safety, Health, and working Conditions Code
 - Social Security Code

- Q.3 The Social Security Code mandates the creation of a social security fund for which type of workers?
- Organized sector workers
 - Informal and gig economy workers
 - International workers
 - Government employees
- Q.4 Who is responsible for fixing the national minimum wage under the Wage code?
- Central Government
 - Employers
 - Supreme Court
 - Trade unions
- Q.5 Which code includes provisions for “Fixed-term employment”?
- Wage code
 - Social Security Code
 - Industrial Relations Code
 - Occupational Safety Code
- Q.6 Which of the following workers are included under the Social Security Code 2020?
- Organized sector workers only
 - Unorganized sector workers only
 - Both organized and unorganized sector workers
 - Only permanent employees

SECTION-B

- Note:** Objective/ Completion type questions. All questions are compulsory. (6x1=6)
- Q.7 Provisions related to EPF are mentioned in Social Security code. (True/False)
- Q.8 What is full form of ESIC?
- Q.9 Occupational Safety, Health and working Conditions code, 2020 covers office-based Workers only. (True/False)
- Q.10 Labour laws aim at resolving industrial disputes. (True/False)
- Q.11 Ministry of home affairs is responsible for governing labour laws in India. (True/False)
- Q.12 The minimum period of maternity leave for female employees is forty-two weeks under the social Security Code 2020.

SECTION-C

- Note:** Short answer type questions. Attempt any eight questions out of ten questions. (8x4=32)
- Q.13 Briefly explain main principles guiding labour legislation in India.
- Q.14 Who is considered as an employee as per labour legislation?
- Q.15 What are the main duties of employers as per Occupational Safety, Health and Working Conditions code, 2020?