



'समानो मन्त्रः समितिः समानी'

UNIVERSITY OF NORTH BENGAL

B.A./BBA/B.Com. LL.B. Honours 7th Semester Examination, 2021

LABOUR AND INDUSTRIAL LAW-II

PAPER CODE: CC19/CC21

Time Allotted: 3 Hours

Full Marks: 100

The figures in the margin indicate full marks.

The students are advised to follow the word limit mentioned below strictly while answering questions.

The marks will be deducted if answers exceed word limit.

16-20 marks- 400 words / 10-15 marks- 300 words / 6-9 marks- 200 words / 2-5 marks- 100 words

Answer Question No. 7 and any four from the rest

1. Referring judicial decisions discuss the different immunities that are enjoyed by a registered Trade Union under the Trade Unions Act, 1926. 20
2. Discuss the merits and demerits of the Labour Codes that have been recently introduced in India. What are the various labour legislations that has been incorporated under the Codes? 10+10
3. Referring from the Code on Social Security, 2020 make a comparative analysis of the term 'worker' as defined under the various labour legislation. 20
4. Critically examine the term Employees under the Provident Fund and Miscellaneous Provisions Act, 1952. 20
5. Define Minimum Wages with the help of supporting case laws. State the procedure for fixation and revision of minimum wages under the Minimum Wages Act, 1948. 20
6. Examine the provisions relating to Adjudication of disputes and claims under the Employee State Insurance Act, 1948. 20
7. Answer any **four** from the following: 5×4 = 20
 - (a) Factory Under the ESI Act, 1948.
 - (b) Different benefits under the ESI Act, 1948.
 - (c) Employer and Employee under the Minimum Wages Act, 1948.
 - (d) Penalty provisions of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.
 - (e) Difference between 'Minimum Wage', 'Fair Wage' and 'Living Wage'.
 - (f) A comparative study of working hours in the light of Labour Code.

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