

Name:	 UPES <small>UNIVERSITY WITH A PURPOSE</small>
Enrolment No:	

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

Online End Semester Examination, May 2021

Course: Labour Laws II
Programme: BTech LLB IPR/CL
Time: 03 hrs.

Course Code: LLBL 252
Semester: X
Max. Marks: 100

SECTION A

- 1. Each Question carries 5 Marks**
- 2. All questions are compulsory**
- 3. Write a brief note on the following:**

S. No.	Question	CO
Q 1	Functions of the Central Advisory Board constituted under the Code on Wages 2019.	CO5
Q2	Manufacturing Process under the Occupational Safety, Health and Working Conditions, Code 2020.	CO2
Q3	Facilitator cum Inspectors	CO2
Q4	Allocable surplus under the Code on Wages 2019.	CO2
Q5	Benefits under chapter IV of the Code on Social Security, 2020.	CO 3
Q6	Occupational disease	CO1

SECTION B

- 1. Each question carries 10 marks**
- 2. All the questions are compulsory**
- 3. Write answers on a plain white A4 answer sheets before uploading**

Q 7	Describe the procedure for fixing minimum wage under the Code on Wages 2019. Also elaborate through cases and reports on the components of Minimum wage.	CO2
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Q 8	Chapter on 'Payment of wages' in the Code on Wages 2019 prescribes the statutory deductions that are allowed to be made on wages, enumerate those deductions.	CO2
Q 9	An employee commutes on a bus (not provided by the employer) daily to his work place. The bus gets into an accident due to which he loses both his legs. Discuss the provisions of Code on Social Security, 2020 related to the type of disablement he has suffered? Whether the employer is liable for the compensation under the above-mentioned Code of 2020? Refer the relevant case laws	CO3
Q 10	The Code on Occupational Safety, Health and Working Conditions, 2020 provides for the National Occupational Safety and Health Advisory Board. Elucidate on the functions of this Board.	CO3
Q 11	According to the Census 2011, the female labour force participation in India has declined as compared to 2001. Explicate the reasons behind the same along with the benefits extended to this class under various labour codes.	CO4
<u>SECTION C</u>		
<ol style="list-style-type: none"> 1. Each Question carries 20 Marks 2. Only 1 question is to be answered 3. Write on a plain white A4 answer sheets before uploading. 		
Q12	The concept of an "occupier", in the context of labour laws, is of significant importance and over the years has been the subject of much judicial scrutiny and legislative attention. The reason for this is that an occupier of a factory assumes statutory liability for non-compliance by the factory establishment under most labour-related statutes in India. It is the designated "occupier" who is responsible, right from the basic compliance such as maintenance of health standards, safety standards, amenities, etc., to all statutory payments such as bonus, gratuity, provident fund, etc. <ol style="list-style-type: none"> 1. Expand on the definition of Occupier with the help of case laws. (10 Marks) 2. Also explain the duties of the Occupier under the Code on Occupational Safety, Health and Working Conditions, 2020. (10 Marks) 	CO4