### UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
### Online End Semester Examination, May 2021

Course:  Labour Laws II                                              Course Code: CLCC 4003
Programme: BBA / BA/ BCom LLB                      Semester: VIII
Time: 03 hrs.                                                            Max. Marks: 100

## SECTION A

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

| S. No. | Question | CO |
|---|---|---|
| Q 1 | Answer the following questions according to the instructions: <br><br> a) According to the Code on Wages, 2019, if a person has been solely employed for the purpose of performing managerial, administrative, supervisory role and is able to earn wages exceeding Rs.16,000 per month, then he or she would not fall under the category of worker. (**True/ False**). <br> b) The preparation of food in the kitchen of a restaurant is not a manufacturing process. (**True/ False**). <br> c) Pulp and paper industries are hazardous process industries. (**True/ False**). <br> d) The total amount of fine which may be imposed in any one wage-period on any employee shall not exceed _____ of the wages under The Code on Wages, 2019. <br> e) Overtime wage is _____ the time of normal wage | **CO1** |
| Q2 | Procedure for fixing minimum wage under The Code on Wages, 2019. | **CO2** |
| Q3 | Fines under the provisions of The Code on Wages, 2019. | **CO1** |
| Q4 | Site Appraisal committee under the Occupational Safety, Health & Working Conditions Code, 2020 | **CO2** |
| Q5 | Elucidate on the definition of Occupier the Occupational Safety, Health & Working Conditions Code, 2020 | **CO 3** |
| Q6 | Journey allowance available to Inter-State Migrant Workers. | **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 | Enumerate and briefly discuss the various benefits provided for under Chapter IV (Employees State Insurance Corporation) of the Code on Social Security, 2020 | **CO2** |

| Q 8 | Elucidate on the benefits extended to female work force and obligations of The Employer under Chapter VI of the Code on Social Security, 2020 | **CO2** |
|------|------|------|
| Q 9 | Explain the provisions relating to Welfare under Chapter VI of the Occupational Safety, Health & Working Conditions Code, 2020? | **CO3** |
| Q 10 | Explain duties of The Employer as well as Employee as contained in Chapter III of The Occupational Safety, Health & Working Conditions Code, 2020. | **CO3** |
| Q 11 | An employee goes to attend his work riding on a bicycle and is involved in an accident in the course of journey and lost his right leg.<br><br>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. | **CO4** |

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 | Read the following passage and answer the question: | |
|---|---|---|
| | For industrial growth, and ease of doing business in India, Labour reforms is a must, and should be considered as a top priority for Governments in the Centre as well as in States. | **CO4** |
| | The Code on Wages which was notified in 2019 has amalgamated the laws relating to Minimum Wages, Payment of Wages, Bonus and Equal Remuneration. Such an amalgamation has been slated to facilitate the implementation and also remove the multiplicity of definitions and authorities without compromising on the basic concepts of welfare and benefits to workers. | |
| | Question: Explain Highlights of the Code on Wages 2019 with reference to the Changes made with respect to: | |
| | (1)   Constitution and role of Advisory Boards and<br>(2)   Inspectors-cum-Facilitators. | |
| | Or, | |
| | Surya is a leading drug and pharmaceutical company in India. The company is involved in the manufacturing of medicine out of various chemical compounds. During the inspection, the employee came to the knowledge that he is suffering from a respiratory illness. | |
| | (1)   Discuss the provisions related to the Occupational disease?<br>(2)   Whether the employee is entitled for compensation under Code on Social Security, 2020? Elaborate on the same. | |