



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, December 2021

Course: Labour Law II
Course Code: CLCC4003
Programme: B.TECH.LLB
semester: IX
Time: 3hours

Instructions: All the questions are compulsory.

SECTION A
(Type the answers in test box)

5Qx2M=10 Marks

Q. No.		Marks	CO
1.	Code on Wages 2019 has repealed _____ number of Laws.	2	CO1
2.	Wage under the code of wages Act, 2019 includes: _____	2	CO1
3.	Article 43 of the constitution provides for _____	2	CO1
4.	Minimum wages under the Code on wages 2019 are fixed by whom?	2	CO1
5.	When was the Maternity Benefit Act, 1961 amended last time with drastic changes on it?	2	CO1

SECTION B
(Scan and upload)

4Q x5M=20 Marks

Q. No.	Write Short notes on:	Marks	
6.	National Floor wage under the Code on wages 2019.	5	CO2
7.	Concept of Living Wage in India.	5	CO2
8.	Factory under the Occupation safety working Conditions Code, 2020	5	CO2
9.	The rights of the Interstate-Migrant workers provided under the Indian Law regime.	5	CO2

SECTION-C
(Scan and upload)

2Qx10M=20 Mark

Q. No.		Marks	CO
10.	Discuss the Maternity Benefits provided under the Code on Social Security 2020.	10	CO 3
11.	Discuss the kind of Benefits provided under chapter IV pertaining to Employee state Insurance, under the SS Code 2020.	10	CO3

SECTION-D
(Scan and upload)

2Qx25M =50 Marks

Q. No.		Marks	CO
12.	<p>Raghav was an employee at T.S Electronic Works ltd. It was a factory where around 500 workers were working. One day while he was commuting to reach his factory, he met with an accident, thereby suffering several injuries. He lost his both hands due to the accident.</p> <p>On the basis of above mentioned facts, answer the following questions:</p> <p>1. Decide whether Raghav will be compensated for the same. If Yes, explain the conditions he has to prove to claim such compensation as per the provisions of Chapter VII of the Code on Social Security 2020.</p> <p>2. Determine the kind of disablement in the above fact. Give reasons for your answer stating the provisions of the Code on Social Security 2020.</p>	25 (15+10)	CO4
13.	<p>Read the facts given below and then answer:</p> <p>In a factory, drinking of alcohol was prohibited for which fine was to be imposed. One, worker named Suresh on one fine day came to the factory while he was drunk. The employer after getting the knowledge about the same deducted 5% of his wages without hearing him.</p> <p>Decide whether deduction was valid. Explain the conditions for such deductions mentioned under the Code 2019.</p>	25	CO4