

SCHOOL OF LAW
HAMDARD INSTITUTE OF LEGAL STUDIES & RESEARCH (HILSR)
JAMIA HAMDARD, NEW DELHI
End Semester Theory Examination, May/June 2024
B.A.LL.B. VIth Semester
Subject: Labour Law (B.A.LL.B –604)

Time: 3 Hours**Maximum Marks: 75****Instructions**

- I. *Write your Roll Number on the top immediately on receipt of this question paper.*
- II. *Attempt five questions selecting one from each Unit. All questions carry equal marks.*

Unit I (15 Marks)

1. "Constitution says that the State shall, in particular, direct its policy towards securing; that there is equal pay for equal work for both men and women. Wages will not be determined on the basis of sex rather it will be according to the amount of work done by the worker." Explain the impact of Fundamental Rights and Directive Principles of State Policy on India's Labor laws.

OR

2. Trace the history of Trade Union movement in India. Explain the provisions under Industrial Relations Code, 2020 relating to immunities available to a registered Trade Union.

UNIT II (15 Marks)

3. Define 'Lay-off' and discuss the provisions relating to lay-off compensation. Distinguish between Lay-Off and Retrenchment.

OR

4. What is a strike? Is right to strike a fundamental right? Explain. Distinguish between strike and lockout.

UNIT III (15 Marks)

5. Define 'Wage'. Discuss the different theories of wages.

OR

6. According to the Code on Wages, 2019, a National Floor Level Minimum Wage will be set by the Centre and will be revised every five years while States will fix minimum wages for the regions, which cannot be lower than the floor wage. In the light of the above statement discuss the key features and highlights of the new Code on Wages, 2019 in detail.

UNIT IV (15 Marks)

7. "Under the Provident Fund Scheme, a Provident Fund is established, where the contributions paid by the employer to the fund is ten percent of the wages for the time being payable to each of the employees..." In the light of the statement discuss various social security schemes and funds set up for the employees under the Code on Social Security, 2020. What is the Contribution for Provident Fund both by the Employer & Employee?

OR

8. "Chapter VI of the Code on Social Security, 2020 relates to maternity benefit and consequently maintenance of Crèche facility. The crèche is to be maintained for the use of children under the age of six years and must contain adequate accommodation with lighting and ventilation..." In light of the statement discuss the maternity benefits available under the Code on Social Security, 2020.

UNIT V (15 Marks)

9. "The Occupational Safety, Health and Working Conditions (OSH) Code, 2020 is an Act to consolidate and amend the laws regulating the occupational safety, health and working conditions of the persons employed in an establishment..." In the light of the above statement explain the salient features of the OSH Code, 2020 and discuss in detail the relevant provisions of the Code.

OR

10. Explain the provisions relating to regulation of conditions of work of children under the Child Labour (Prohibition and Regulation) Act, 1986.
