


Name:			
Enrolment No:			
UNIVERSITY OF PETROLEUM AND ENERGY STUDIES End Semester Examination, December 2023			
Course: Labour Law II		Semester: III	
Program: LLB		Time: 03 hrs	
Course Code: CLCC 2030		Max. Marks: 100	
Instructions: Read the questions properly and answer all the questions.			
SECTION A (5Qx2M=10Marks)			
Q.	Answer the questions (Q. 1 to Q.5) in not more than 50 words.		
1.	National Floor Wage	2	CO1
2.	Define contribution under the Social Security Code.	2	CO1
3.	How many laws are to be subsumed in the Code on Occupational Safety, Health, and Working Conditions, 2020? Name any 5.	2	CO1
4.	Applicability of the Maternity Benefit	2	CO1
5.	Define Appropriate Government under Labour Codes	2	CO1
SECTION B (4Qx5M= 20 Marks)			
Q	Answer the following questions briefly:		
6.	Discuss the concepts and importance of Social security	5	CO2
7.	Distinguish between sickness benefit and medical benefit.	5	CO2
8.	Write a short note on 'fines' as a kind of deduction.	5	CO2
9.	What are the rights of an employee as provided in the Occupational Safety, Health, and Working Conditions Code, 2020?	5	CO2
SECTION-C (2Qx10M=20 Marks)			
Q	Explain the following questions:		

10.	The coverage of the Occupational Safety, Health, and Working Conditions Code, 2020 is contoured by the definition of 'Factory'. Discuss the expansion of the same by the courts.	10	CO3
11.	Discuss the benefits of Employees' State Insurance provided to an 'employee' as per Chapter IV of the Code on Social Security, 2020.	10	CO3
SECTION-D (2Qx25M=50 Marks)			
Q	Analyse the facts mentioned and then answer the questions:		
12.	<p style="text-align: center;"><u>Read the below mentioned facts and answer the questions:</u></p> <p>Gopal, a 35 years old bus driver associated with a transport corporation, while on duty was assaulted by some persons who were involved in a riot. He suffered from multiple injuries, which resulted into permanent partial disablement. Thereby he claimed compensation from his employer. The employer repudiated the claim. Aggrieved by such repudiation of claim the matter was reached to industrial tribunal.</p> <p>Decide, whether Gopal can Claim any compensation from the employer? Justify your answer as per chapter VII of the Code on Social Security 2020 and relevant judgements.</p> <p>If yes, then what would be the quantum of compensation paid to him.</p>	25 (5+20)	CO4
13.	<p style="text-align: center;"><u>Read the below mentioned facts and answer the questions:</u></p> <p>Rohan is an employee of Yindo Chemicals Private Limited, a chemical manufacturing plant, and is insured under Chapter IV of the Code on Social Security, 2020 which deals with Employees' State Insurance Corporation. While working at the establishment, Rohan met with an accident and consequently lost his left hand. Rohan claimed "disablement benefit" under the Code which was refused. The matter went before the Employees' Insurance Court for resolution.</p> <p>In light of the above, answer the following questions:</p> <ol style="list-style-type: none"> a) Write a note on the composition of Employees' Insurance Court. b) Enumerate the matters that may be decided by Employee's Insurance Court. c) State the powers of Employees' Insurance Court. 	25 (5+5+10+5)	CO4

	<p>d) Where can appeal lie from an order of Employees' Insurance Court? Mention and elaborate on the landmark cases pertaining to the jurisdiction of Employees' Insurance Court.</p>		
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