

**PRACTICE SET**  
**End Semester Examination, Spring- 2026**

**Program: LLB**  
**Semester: VI**  
**Subject: Labour Law II**  
**Subject Code: 24D.352**

**Course Outcome:**

On the completion of the Course, the students will be able to:

<b>Course Outcomes</b>	<b>Description</b>
CO1	Explain the distinctions between different wages, and analyse their constitutional and legal validity within the Indian labour law framework.
CO2	Interpret legal provisions related to wage determination and apply relevant statutory rules to practical scenarios involving wage disputes and deductions.
CO3	Evaluate workplace safety standards and compliance mechanisms under the Factories Act and assess their role in ensuring health, welfare, and dignity of workers in industrial society.
CO4	Examine the scope and effectiveness of social security laws and assess their socio-legal significance in protecting the rights of unorganized and digitally employed workers in India

**UNIT I**

**Section A (10 marks)**

1. Explain the powers and responsibilities of the appropriate government in fixing and revising minimum wages under the Code on Wages, 2019. Also describe how does the advisory mechanism assist in this process? (CO1) (Understand) (LOT)
2. State the meaning of the term “wages” under the Code on Wages, 2019 and distinguish between minimum wage, fair wage, and living wage. (CO1) (Remember) (LOT)
3. Enumerate the procedure for fixing and revising minimum wages as laid down under the Code on Wages, 2019 (CO1) (Understand) (LOT)

4. Illustrate the power of the Central Government to fix floor wages and describe its significance in ensuring that minimum wages are not set below a basic standard as provided in Code on Wages, 2019. (CO1) (Understand) (LOT)
5. Describe the laws that prohibits discrimination based on of gender in wages and employment, and identify the authority responsible for deciding disputes regarding same or similar nature of work under the Code on Wages, 2019.(CO1) (Remember) (LOT)
6. Evaluate the components of minimum wages under the Code on Wages, 2019 and examine the role of cost of living allowance and concessions in ensuring fair remuneration to workers. (CO1) (Evaluate) (HOT)
7. Code on Wages, 2019 provides for fixation of minimum wages for the work forces. Elucidate the regulations for determining minimum wage rates as outlined in the Code on Wages, 2019. (CO1) (Evaluate) (HOT)
8. Using the Court ruling in *Bijay Cotton Mills Ltd. v. State of Ajmer (1955) AIR 1 SCR 75*, Discuss the constitutional validity of the Minimum Wages. (CO1) (Analyze) (HOT)

#### **Section B (20 marks)**

9. '*People's Of Union For Democratic Right And Other v. Union Of India AIR 1982 SC* is a landmark judgment for labour laws. Analyze this case law using IRAC method. (CO1) (Analyze) (HOT)
10. Evaluate the provisions of Section 42 of the Code on Wages, 2019 relating to the constitution and functions of the Advisory Board, and examine its role in ensuring effective implementation of wage policies. (CO1) (Evaluate) (HOT)

### **UNIT II**

#### **Section A (10 marks)**

11. State the objective of the provisions relating to payment of wages under the Code on Wages, 2019. (CO2) (Remember) (LOT)
12. Explain the term “employer” as defined under the Code on Wages, 2019. (CO2) (Understand) (LOT)
13. Define the expressions ‘contract’ and ‘contract labour’ as provided under the Code on Wages, 2019. (CO2) (Remember) (LOT)

14. Critically evaluate the scope and limitations of deductions as recovery of advances permitted under the Code on Wages, 2019, with reference to their impact on the protection of employees' wages. (CO2) (Evaluate) (HOT)
15. Identify the time limit prescribed under the Code on Wages, 2019 for the payment of wages. (CO2) (Remember) (LOT)
16. An employee entrusted with the custody of goods causes' damage to them due to his negligence. The employer deducts a portion of his wages to recover the loss. Apply the relevant provisions of the Code on Wages, 2019 to determine whether such deduction is lawful. (CO2) (Apply) (HOT)
17. Outline the provisions of the Code on Wages, 2019, in regard to wage period, time for payment, medium of payment and payment on termination of services of employees. Can the wages be paid by cheque or by crediting in employees bank account. (CO2) (Analyze) (HOT)
18. Mr. A and nine other employees of a factory absent themselves from work without giving prior notice as required under their contracts of employment. The employer deducts wages proportionate to their absence and additionally deducts wages equivalent to eight days citing lack of notice. Mr. A contends that such deductions are excessive and unlawful. Analyze the legality of the employer's action in light of the relevant provision under the Code on Wages, 2019 relating to deductions for absence from duty. (CO2) (Evaluate) (HOT)

**Section B (20 marks)**

19. An employee working on a monthly basis is paid wages on the 10th day of the succeeding month. Another employee who resigns from service receives his wages five days after resignation. Apply the provisions of relevant provision of the Code on Wages, 2019 to determine the legality of the employer's actions. (CO2) (Apply) (HOT)
20. Critically analyze the provisions of Section 18 of the Code on Wages, 2019 relating to authorized deductions from wages. In your answer, examine the conditions, limitations, and safeguards provided under the section, and assess how far these provisions prevent arbitrary deductions while protecting the interests of employees. (CO2) (Analyze) (HOT)
21. Critically assess the procedure laid down under the Code on Wages, 2019 for imposing fines. To what extent do these safeguards balance the employer's authority to maintain discipline with the protection of workers from arbitrary or exploitative penalties? (CO2) (Evaluate) (HOT)

**UNIT III**  
**Section A (10 marks)**

22. Factories Act, 1948, contains certain provisions intended to ensure the health of the workers. Explain the statement with relevant provisions. (CO3) (Remember) (LOT)
23. Explain the legal provisions regulating the employment of children and young persons, and describe the safeguards provided for their protection under the Factories Act, 1948. (CO3) (Understand) (LOT)
24. Manufacturing is often associated with the end product, but the Factories Act, 1948 emphasizes the process as well. Enumerate the concept of manufacturing process under the said Act. (CO3) (Remember) (LOT)
25. Enumerate the provision under the Factories Act, 1948 that is laid down for the purpose of securing the safety of the workers. (CO3) (Remember) (LOT)
26. In light of the case of *Balwant Rai Saluja v Air India (2014) 9 SCC*, analyze the concept of worker under the Factories Act, 1948. (CO3) (Analyze) (HOT)
27. Workers employed in a salt production unit claim that their activity amounts to a “manufacturing process” under the Factories Act, 1948. The employer denies this, arguing that no manufacturing is involved as salt is naturally derived from sea water. Apply the principles laid down in *Ardeshir v. State of Bombay (AIR 1962 SC 2)* to determine whether the activity constitutes a manufacturing process or not. (CO3) (Apply) (HOT)
28. Examine the concept of occupier in light of the case *Indian Oil Corporation Ltd. v. Chief Inspector of Factories (1998) 5 SCC 738*, under the Factories Act, 1948. (CO3) (Analyze) (HOT)

**Section B (20 marks)**

29. Approval of premises is a mandatory pre-condition for the establishment of a factory under labour laws.” Critically evaluate this statement with reference to the duties and obligations of the occupier, and analyze the legal consequences of non-compliance under the Factories Act, 1948. (CO3) (Evaluate) (HOT)
30. A group of workers engaged in bidi rolling at home claim that they are involved in a “manufacturing process” and therefore entitled to the benefits of labour welfare legislation. The employer contends that since the work is carried out at home, it does not amount to a manufacturing process.  
In the light of the judgment in *State of Bombay v. Ali Saheb Kashim Tamboli (1995) 2 LLJ 182*, analyse whether bidi making constitutes a manufacturing process and determine the validity of the employer’s contention. (CO3) (Analyze) (HOT)

31. Premises means open land or land with building or buildings alone' as held in case of *Ardeshir H. Bhiwandiwalla v. State of Bombay*, (AIR 1961 SC 29). In light of this, discuss whether the lands in which the process of manufacturing salt is carried on is factory under the Factories Act, 1948. (CO3) (Apply) (HOT)

#### UNIT IV

##### Section A (10 marks)

32. Define "partial disablement" and "total disablement" under the Employees' Compensation Act, 1923, and state the differences between them. (CO4) (Remember) (LOT)
33. Employer agrees to pay for full or portion of transportation facilities.' Comment on this statement in context of the case of *General Manager, B.E.S.T Undertaking, Bombay v. Mrs. Agnes*, AIR 1964 SC. (CO4) (Evaluate) (HOT)
34. An employee, while travelling by public transport to his workplace, meets with a fatal accident. His family claims compensation under the Employees' Compensation Act, 1923. Apply the principles laid down in *State Bank of India v. Vijay Laxmi* (1998 LLR 319) to determine whether a causal connection between the accident and employment exists, and decide the entitlement to compensation under the Workmen's Compensation Act, 1923. (CO4) (Apply) (HOT)
35. Discuss the principle of "arising out of and in the course of employment" in light of the case *Mackinnon Mackenzie & Co. Pvt. Ltd. v. Ibrahim Mahmmmed Issak*, 1970 SCR (1) 869. (CO4) (Analyze) (HOT)
36. Explain the Doctrine Of Notional Extension of employment with reference to judicial interpretation, and illustrate its application in determining whether an accident arises in the course of employment. (CO4) (Understand) (LOT)
37. 'Doctrine of Added Peril' helps the employer to escape his liability to pay compensation. Justify the statement. (CO4) (Evaluate) (HOT)
38. Mention the scope and object of the Workmen's Compensation Act, 1923. (CO4) (Understand) (LOT)

##### Section B (20 marks)

39. A workman employed in a port trust sustains personal injury during the course of his duties. The employer disputes liability on the ground that the injury, though occurring during working hours, did not arise out of employment. Applying the principles laid down in *Smt. Laxmibai Atmaram v. Bombay Port Trust* (1954 I LLJ 614), examines whether the essential conditions for entitlement to compensation under the Workmen's Compensation Act, 1923 are satisfied or not. (CO4) (Apply) (HOT)

40. India has been a pioneer in introducing social security for its people. Critically assess the problem associated with the administration of social security and its schemes. (CO4) (Evaluate) (HOT)

**Summary Sheet**

**CO Wise**

<b>CO</b>	<b>Q. No</b>	<b>Marks</b>
CO1	1,2,3,4,5,6,7,8,9,10	120
CO2	11,12,13,14,15,16,17,18,19,20,21	140
CO3	22,23,24,25,26,27,28,29,30,31	130
CO4	32,33,34,35,36,37,38,39,40	110
<b>Total</b>		<b>500</b>

**Unit Wise**

<b>Unit</b>	<b>Q. No</b>	<b>Marks</b>
Unit 1	1,2,3,4,5,6,7,8,9,10	120
Unit 2	11,12,13,14,15,16,17,18,19,20,21	140
Unit 3	22,23,24,25,26,27,28,29,30,31	130
Unit 4	32,33,34,35,36,37,38,39,40	110
<b>Total</b>		<b>500</b>

**Blooms Taxonomy Level (BTL) Wise**

<b>BTL</b>	<b>Q. No</b>	<b>Marks</b>
LOT	1,2,3,4,5,11,12,13,15,22,23,24,25,32,36,38	160

HOT	6,7,8,9,10,14,16,17,18,19,20,21,26,27,28,29,30,31,33,34,35,37,39, 40	340
<b>Total</b>		<b>500</b>

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**Disclaimer:** -This is a Practice set. The Question in End term examination will differ from the Practice set. This Practice set is meant for practice only.