



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 1 : CHOICE OF BUSINESS ORGANISATION

PREVIOUS YEAR MARKS: 3 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Degree of control (Repeating from 2 attempts)

MY ANALYSIS:

- a. Factors affecting choice of business:
- i. Capital Requirement.
 - ii. Scale of operation
 - iii. Nature of business activity
 - iv. Cost, procedure and Government Regulations
- b. Advice as to which form of business will be suitable to a particular venture (Case Base Question)



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 2 : TYPES OF COMPANIES

PREVIOUS YEAR MARKS: 6 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Provisions of Rule 8 of the companies
- b. Eligibility Criteria for Section 8 company

MY ANALYSIS:

- a. Features of Spice +
- b. Incorporation process
- c. Nidhi companies - complete
- d. Small company
- e. Can a company limited by guarantee allow any person other than members to participate in profits
- f. Exemptions to OPC
- g. MOA - Name Clause
- h. AOA - Entrenchment Clause



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 3 : FORMATION OF LLP

PREVIOUS YEAR MARKS: 3 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Protection Provided under Sec 31(1) of LLP Act (Whistleblower)

MY ANALYSIS:

- a. Small LLP
- b. Benefits of LLP as a legal structure for business
- c. Documents to be attached while filling Fillip
- d. Vacancy in DP and consequences of not appointing
- e. Alteration to LLP agreement.
- f. Annual companies/Event Based Compliances
- g. Shifting of Registered Office/Name Change



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 4 : START-UPS AND ITS REGISTRATION

PREVIOUS YEAR MARKS: 3 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Concept of Life Cycle of Start up

MY ANALYSIS:

- a. 5 Initiatives to support startups
- b. Criteria for Angel Tax Exemption
- c. Angel Investors
- d. 5 Benefits/Exemptions given to start ups
- e. Eligibility of being startup
- f. Funding procedure of VC/PE
- g. Important things while raising money in series A round
- h. Unconventional mode of Financing
- i. Unicorn
- j. Meaning and importance of Seed Capital



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 5 : MSME

PREVIOUS YEAR MARKS: 3 MARKS

PREVIOUS YEAR QUESTIONS:

a. Role of MSME in economic development and community empowerment

MY ANALYSIS:

- a. Registration process
- b. Reference to micro and small enterprises Facilitation Council
- c. MSME Schemes (PMEGP/SFURTI/ASPIRE/MSME Sambandh/ESDP)
- d. NSIC complete
- e. Classification of MSME



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 6 : CONVERSION OF BUSINESS ENTITIES

PREVIOUS YEAR MARKS: 0 MARKS

PREVIOUS YEAR QUESTIONS:---

MY ANALYSIS:

- a. Public to Private Company
- b. Conversion of LLP into private company
- c. Conversion and Post conversion compliances of a private company
- d. Conversion of section 8 company
- e. Conversion of OPC to Private Company and private to OPC



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 7 : NON-CORPORATE ENTITIES

PREVIOUS YEAR MARKS: 9 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Joint Hindu Family Business
- b. Legal and Procedural steps involved in registering a multi-state Cooperative Society under the act
- c. Constituents of the Green Future Trust

MY ANALYSIS:

- a. Minor as a partner
- b. Consequences of not registering a partnership
- c. Formation of HUF (Just read it, case base question may come)
- d. Multi state cooperative society
- e. Public Trust vs Private Trust
- f. Difference Between Partnership and Trust Deed
- g. Exemptions to Public Trust
- h. Formation of Trust
- i. Registration and consequences of non-registration of Society
- j. Benefits of Mega Firm



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 8 : FINANCIAL SERVICES ORGANISATION

PREVIOUS YEAR MARKS: 15 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Method of calculating Net Owned Funds as per RBI
- b. Note on Infrastructure Debt Fund (IDF-NBFC)
- c. Benefits of incorporating Nidhi Company
- d. RARC contribution to improving Financial health of banks
- e. Restrictions imposed by RBI on chit fund companies

MY ANALYSIS:

- a. Difference between banks and NBFCs
- b. Different type of NBFCs (Focus more on MFI) and its registration process
- c. Functions/Benefits of ARC
- d. Incorporation of MFI
- e. Payments Bank
- f. Difference between Asset Finance Company & Infrastructure Finance Company.
- g. Circumstances under which RBI may cancel the registration of NBFC
- h. Procedure for Registration of Asset Reconstruction Company



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 9 : BUSINESS COLLABORATION

PREVIOUS YEAR MARKS: 15 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Alteration of AOA only with approval of shareholders
- b. Process to apply IEC
- c. Objectives of foreign collaboration
- d. Post conversion requirements after converting from private to a public company
- e. ODI

MY ANALYSIS:

- a. Types of Business Collaboration
- b. Types of Foreign collaboration
- c. Advantages of joint venture (5 to 6)
- d. Key characteristics of Equity JV
- e. Strategies for entering into JV
- f. Contractual JVs vs Equity JV
- g. SPV Complete
- h. Essential Component of JV Agreement



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 10 : SETTING UP BRANCH OFFICE

PREVIOUS YEAR MARKS: 3 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Steps involved in establishing an additional branch office in India for foreign entities

MY ANALYSIS:

- a. Eligibility/Registration/Permitted Activities of Branch in India
- b. Eligibility/Registration of Liaison office
- c. Branch vs Liaison office
- d. Cases where RBIs approval is required
- e. Procedure for establishing LO/PO
- f. Closure of BO/LO/po



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 11 : SETTING UP BUSINESS OUTSIDE INDIA

PREVIOUS YEAR MARKS: 3 MARKS

PREVIOUS YEAR QUESTIONS:

a. Technological aspects to be considered before choosing business location outside India

MY ANALYSIS:

- a. Automatic route
- b. Prohibitions
- c. Approval Route
- d. Reporting requirement
- e. Method of funding outside India
- f. Proposal which require Prior approval of RBI
- g. Issues in choosing location outside India
- h. Setting up in New York or Singapore
- i. Recent Initiatives (Common Answer given by me)



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 12 : IDENTIFYING LAWS APPLICABLE TO VARIOUS INDUSTRIES AND THEIR INITIAL COMPLIANCES

PREVIOUS YEAR MARKS: 3 MARKS

PREVIOUS YEAR QUESTIONS:

- a. 'Contracts lie at crux of running any business'. Explain

MY ANALYSIS:

- a. Advantages of Section 8 Company
- b. Exemptions available to Section 8 Company
- c. Features of Spice +
- d. Various Licenses



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 13 : VARIOUS INITIAL REGISTRATIONS & LICENSES

PREVIOUS YEAR MARKS: 3 MARKS

PREVIOUS YEAR QUESTIONS:

- a. IEC (3 Marks)
- b. OSP (3 Marks)
- c. Implication of Sec 24 of CGST Act, in terms of compulsory GST registration

MY ANALYSIS:

- a. Compulsory Registration under GST
- b. PAN
- c. Udyog Aadhar Memorandum (Udyam Registration)
- d. Cancellation of License by RBI
- e. Registration of insurance company & when it may be suspended.
- f. Requirements of industrial license based on categories of industry.
- g. FSSAI registration/License
- h. Benefits of SSI/MSME Registration
- i. FCRA Registration
- j. IEM
- k. Minimum Requirement for drug license
- l. Composition scheme
- m. Benefits extended to MSE's for having NSIC registration



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 13 : VARIOUS INITIAL REGISTRATIONS & LICENSES

MY ANALYSIS:

- n. Conditions to be satisfied by white Category of Industries for pollution license exemption.
- o. Compulsory Licensing under Industrial Policy, 2015
- p. Compliances under Environmental laws
- q. Osp registration



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 14 : CONSTITUTION AND LABOR LAWS

PREVIOUS YEAR MARKS: 10 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Equal Pay for Equal Work
- b. Atal Beemit Vyakti Kalyan Yojna

MY ANALYSIS:

- a. Writs - can a trade union move to High Court by using writ under 226
- b. Article 21 Right to life
- c. Article 43 (Social Security)



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 15 EVALUATION OF LABOR LEGISLATIONS

PREVIOUS YEAR MARKS: 0 MARKS

PREVIOUS YEAR QUESTIONS:—

MY ANALYSIS:

- a. Features of new Labor codes
- b. Occupational safety, health and working conditions code, 2020
- c. Necessity of Consolidated Labour Laws (discuss this in the context of code on Industrial relations, 2020)



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 16 : LAW OF WELFARE & WORKING CONDITIONS

PREVIOUS YEAR MARKS: 5 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Prohibition of employment of Contract labour

MY ANALYSIS:

UNIT 1

- a. Factory and Manufacturing Process
- b. Power of Inspector and Functions of Certifying surgeons
- c. Notice by occupier
- d. Health Measures any 5 (Cleanliness/overcrowding/Drinking Water/Latrines & Urinals/spittoons)
- e. Safety Measure any 5 (Safety officer/fencing/Employment of Young person/Hoists and Lifts/Portable Electric Light)
- f. Site Appraisal Committees
- g. Welfare Activities any 5 (washing/sitting/First Aid/Canteen/Creches)
- h. Prohibition regarding employment of women and children near cotton openers
- i. Responsibility of occupier in relation to hazardous process under factories Act.
- j. What is the duty of inspector with respect to the Safety of Buildings and Machinery



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 16 : LAW OF WELFARE & WORKING CONDITIONS

MY ANALYSIS:

UNIT 2

- a. Application of Contract Labour and Definition of contract labour
- b. Advisory Boards
- c. Prohibition of Employment of Contract Labour
- d. Welfare and health conditions for workers

UNIT 3

- a. Adolescent and period of work



ANALYSIS SHEET

SBILL - JUNE'25

Setting Up of Business, Industrial & Labour Laws

CHAPTER 17 : LAW OF INDUSTRIAL RELATIONS

PREVIOUS YEAR MARKS: 15 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Prohibition of Strikes and lock outs in PUS
- b. Powers of Inspector under sec 28 of Contract Labour Act,1970
- c. Matters that need to be provided in Standing orders under Industrial Employment (Standing Orders) Act,1946.

MY ANALYSIS:

UNIT 1

- a. Object of Industrial Dispute Act
- b. Test of Industry and what does Industry doesn't include
- c. Industrial Dispute
- d. Lay off vs Lock out
- e. Strikes and types of strikes
- f. Legality and Justifiability of Strike (Case Base Question)
- g. Wages
- h. Reference of Disputes (Also see reference of dispute to Arbitration)

UNIT 2

- a. Procedure to be followed by certifying officer
- b. Duration & Modification of standing orders
- c. Matters to be included in Model standing orders.
- d. Payment of subsistence allowance



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 18 : LAW OF WAGES

PREVIOUS YEAR MARKS: 10 MARKS

PREVIOUS YEAR QUESTIONS:

- a. Measures to be taken for recovery of amount due from employer
- b. Stipulations regarding payment of minimum bonus and maximum bonus under payment of Bonus Act.

MY ANALYSIS:

UNIT 1

- a. Wages as per Payment of wages Act.
- b. Time Payment of wages
- c. Permissible Deductions from wages
- d. Claims against deductions and appeals

UNIT 2

- a. Procedure for fixing Minimum wages in state
- b. Advisory Board
- c. Fixing Hours for a normal working day

UNIT 3

- a. Wages as per this Act
- b. Calculation of Bonus
- c. Eligibility of Bonus
- d. Minimum-Maximum Bonus and when Bonus will not be paid
- e. Set on and set off of bonus
- f. Time Limit of payment bonus



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 18 : LAW OF WAGES

MY ANALYSIS:

g. Applicability and non-applicability of Bonus Act

UNIT 4

a. Duty of employer to pay equal remuneration to men and women for same work



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 19 : SOCIAL SECURITY LEGISLATIONS

PREVIOUS YEAR MARKS: 15 MARKS

PREVIOUS YEAR QUESTIONS:

- a. What is the Procedure for applying for Maternity benefits and requirement of notice to claim the same under Section 6
- b. Under what circumstances and to whom is gratuity payable under the Payment of Gratuity Act, 1972
- c. Provisions offer novation of contracts of apprenticeship under Section 5 of the Apprenticeship Act, 1961

MY ANALYSIS:

UNIT 1

- a. Dependant
- b. Permanent Partial/Total Disablement
- c. Wings of ES corporation
- d. Employee State Insurance Fund
- e. Benefits under the Act
- f. E.I. Court

UNIT 2

- a. Advances from Provident Fund and Final Withdrawal
- b. Payment of Monthly pension in contingencies
- c. Transfer of Accounts



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 19 : SOCIAL SECURITY LEGISLATIONS

MY ANALYSIS:

UNIT 3

- a. Prohibition of work during certain periods
- b. When does a woman become eligible for Maternity relief
- c. Notice of Maternity, Payment and penalty for violation.

UNIT 4

- a. Applicability of Act
- b. Continuous Service
- c. Maximum Amount of Gratuity and Forfeiture

UNIT 5

- a. Types of Apprentice
- b. Contract of Apprenticeship
- c. Practical Training of Apprentice
- d. Obligation of Apprentice and Employer

UNIT 6

- a. Small and very small Establishments and Exemptions



SBILL - JUNE'25

ANALYSIS SHEET

Setting Up of Business, Industrial & Labour Laws

CHAPTER 20 : SEXUAL HARASSMENT (POSH) ACT, 2013

PREVIOUS YEAR MARKS: 15 MARKS

PREVIOUS YEAR QUESTIONS:

a. Punishment of Making False complaint

MY ANALYSIS:

- b. Sexual Harassment at workplace and form
- c. Prohibition for making available contents of complaint and inquiry proceedings
- d. ICC and LCC complete
- e. Inquiry into Complaint
- f. Inquiry Report
- g. Duties of Employer
- h. Penalty for Non Compliance of Act