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**Presidency University**

**Bengaluru**

**SCHOOL OF LAW**

**Summer Term End-term Examinations, August 2024**

**Winter Semester**: 2023-24

**Course Code**: LAW124

**Course Name**: Labour and Industrial Law-II

**Program & Sem**: SOL

**Date**: 12/08/2024

**Time**: 09:30 AM – 12:30 PM

**Max Marks**: 100

**Weightage**: 50%

**Instructions:**

1. *Read the all questions carefully and answer accordingly.*
2. *Do not write any matter on the question paper other than roll number.*
3. *x*

**Part A**

**Answer any 4 Questions. Each question carries 5 marks. (4Q x 5M = 20M)**

1. Outline the historical development of gratuity laws in India. (C.O.1) [Knowledge]

2. Define the term ‘employee’ in light of Indian labour legislation and case laws.

(C.O.2) [Comprehension]

3. Explain the concept of 'industrial dispute' and its implications. (C.O.3) [Knowledge]

4. Discuss the main objectives of the Maternity Benefit Act, 1961. (C.O.4) [Application]

5. What are the salient features of the Employee's Compensation Act, 1923?

(C.O.2) [Comprehension]

6. Describe the scope and significance of labour welfare measures in India.

(C.O.5) [Comprehension]

**Part B**

**Answer any 4 Questions. Each question carries 10 marks. (4Q x 10M = 40M)**

7. Analyse the application of Payment of Gratuity Act, 1927. (C.O.3) [Analysis]

8. Discuss the provisions related to compensation for occupational diseases under the Employee's Compensation Act, 1923. (C.O.3) [Comprehension]

9. Compare and contrast the Workmen's Compensation Act, 1923 with the Employee's State Insurance Act, 1948. (C.O.4) [Application]

10. Write in details the concept of gratuity and the conditions for the payment under 1972 Act.

(C.O.3) [Comprehension]

11. Critically evaluate the legal framework for maternity benefits in India. (C.O.3) [Application]

12. Explain the procedures and challenges involved in claiming compensation under the Employee's Compensation Act, 1923. (C.O.2) [Comprehension]

**Part C**

**Answer any 2 Questions. Each question carries 20 marks. (2Q x 20M = 40M)**

13. Discuss the historical background and development of labour laws in India. What are the key milestones in this evolution? (C.O.1-5) [Application]

14. Critically analyze the enforcement mechanisms of the Employee's Compensation Act, 1923 and suggest improvements for better implementation. (C.O.1-5) [Comprehension]

15. Examine the ethical and social issues related to maternity benefits and the challenges faced by working women in India. (C.O.1-5) [Application]