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**PRESIDENCY
UNIVERSITY**

**BENGALURU
School of Law
Mid - Term Examinations - November 2024**

Semester: VII

Date: 04-11-2024

Course Code: LAW2030

Time: 11:45 am – 1:15 pm

Course Name: Labour and Industrial Laws II

Max Marks: 50

Program: BALLB/BCOMLLB/BBALLB HONS

Weightage: 25%

Instructions:

- (i) Read all questions carefully and answer accordingly.
(ii) Do not write anything on the question paper other than roll number.
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Part A

Answer ALL the Questions. Each question carries 2marks.

5Qx2M=10M

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|----------|--|---------|---------------|-----|
| 1 | Identify the primary objective of the Minimum Wages Act, 1948. | 2 Marks | Knowledge | CO1 |
| 2 | List the key differences between fair wages and minimum wages. | 2 Marks | Knowledge | CO1 |
| 3 | Briefly explain the eligibility criteria for maternity benefits under the Maternity Benefit Act, 1961. | 2 Marks | Comprehension | CO2 |
| 4 | State the prohibition against dismissal as per the Maternity Benefit Act, 1961. | 2 Marks | Comprehension | CO3 |
| 5 | State the purpose of the Child and Adolescent Labour Act, 1986. | 2 Marks | Comprehension | CO2 |
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Part B

Answer ALL Questions. Each question carries 10 marks.

4QX10M=40M

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|----------|-----------|--|--------|-------------|-----|
| 6 | a. | Analyze the impact of the Equal Remuneration Act, 1976, on gender wage disparity in the workforce. | 5Marks | Application | CO2 |
| | b. | Evaluate the effectiveness of the Minimum Wages Act, 1948, in addressing poverty. | 5Marks | Application | CO2 |

OR

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|----------|-----------|--|---------|---------------|-----|
| 7 | a. | Assess the implications of allowable deductions from wages on employee earnings | 5 Marks | Comprehension | CO2 |
| | b. | Evaluate how the Payment of Wages Act, 1936, addresses disputes between employers and employees. | 5 Marks | Comprehension | CO2 |

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|----------|-----------|---|--------|---------------|-----|
| 8 | a. | Discuss the role of the wage determining process in ensuring fair remuneration for workers. | 5Marks | Comprehension | CO3 |
| | b. | Examine the role of government in fixing and revising minimum wages periodically. | 5Marks | Comprehension | CO3 |

OR

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|----------|-----------|--|--------|-------------|-----|
| 9 | a. | Analyze how the Child and Adolescent Labour Act, 1986 regulates the employment of minors. | 5Marks | Application | CO3 |
| | b. | Discuss the effectiveness of inspection and monitoring in enforcing the Child and Adolescent Labour Act. | 5Marks | Application | CO3 |

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|-----------|-----------|--|--------|---------------|-----|
| 10 | a. | Assess how maternity benefits can influence workforce participation rates among women. | 5Marks | Comprehension | CO4 |
| | b. | Analyze the effects of the Equal Remuneration Act, 1976, on women's employment in various sectors. | 5Marks | Comprehension | CO4 |

OR

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|-----------|-----------|--|--------|---------------|-----|
| 11 | a. | Evaluate the effectiveness of the Child and Adolescent Labour Act in reducing child labor in hazardous industries. | 5Marks | Comprehension | CO4 |
| | b. | Analyze the relationship between social security provisions and the economic well-being of workers. | 5Marks | Comprehension | CO4 |

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|-----------|---|--------|-------------|-----|
| 12 | a. Assess the barriers to claiming maternity benefits faced women workers in the unorganised sectors. | 5Marks | Application | CO5 |
| | b. Assess the role of public awareness campaigns in promoting compliance with the Maternity Benefit Act. | 5Marks | Application | CO5 |

OR

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|-----------|--|--------|---------------|-----|
| 13 | a. Identify the criteria for calculating maternity leave. | 5Marks | Comprehension | CO5 |
| | b. Explain the eligibility criteria for maternity benefits under the Maternity Benefit Act, 1961. | 5Marks | Comprehension | CO5 |