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# PRESIDENCY UNIVERSITY

BENGALURU

## Mid - Term Examinations – October 2025

**Date:** 08-10-2025

**Time:** 02.00pm to 03.30pm

<b>School:</b> SOL	<b>Program:</b> BA.LLB/B.COMLLB/BBA.LLB (Hons)	
<b>Course Code:</b> LAW2030	<b>Course Name:</b> Labour and Industrial Law II	
<b>Semester:</b> VII	<b>Max Marks:</b> 50	<b>Weightage:</b> 25%

<b>CO - Levels</b>	<b>CO1</b>	<b>CO2</b>	<b>CO3</b>	<b>CO4</b>	<b>CO5</b>
<b>Marks</b>	<b>24</b>	<b>26</b>	-	-	-

**Instructions:**

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

### Part A

**Answer ALL the Questions. Each question carries 2marks.**

**5Q x 2M=10M**

<b>1</b>	Briefly discuss what does 'wages' under the Minimum Wages Act, 1948, includes and excludes.	<b>2 Marks</b>	<b>L1</b>	<b>CO1</b>
<b>2</b>	Explain in brief the applicability of Equal Remuneration Act, 1976.	<b>2 Marks</b>	<b>L1</b>	<b>CO2</b>
<b>3</b>	Mention any three types of deductions permissible under the Payment of Wages Act, 1936.	<b>2 Marks</b>	<b>L2</b>	<b>CO2</b>
<b>4</b>	Briefly explain the concept of living wage with reference to constitutional framework.	<b>2 Marks</b>	<b>L2</b>	<b>CO1</b>
<b>5</b>	Discuss who is an "adolescent" under the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986?	<b>2 Marks</b>	<b>L1</b>	<b>CO2</b>

### Part B

**Answer the Questions.**

**Total Marks 40M**

6.	<p><i>'The principle of equal pay for equal work for both men and women flows from Articles 14 and 16 of the Constitution and is also embodied in the Equal Remuneration Act, 1976'.</i></p> <p>In the light of above statement, discuss the role of Equal Remuneration Act, 1976 in ensuring gender equality at the workplace. How effective has it been in practice?</p>	<b>10 Marks</b>	<b>L2</b>	<b>CO 1</b>
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**Or**

7.	<p>Analyse the definitions of 'employer' and 'employee' under the Minimum Wages Act, 1948, with reference to their role in determining rights and obligations.</p>	<b>10 Marks</b>	<b>L4</b>	<b>CO 1</b>
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8.	<p>Government of India has tied up with the International Labour Organisation to establish a living wage standard by 2026.</p> <p>Critically evaluate this transition from Minimum wage to living wage.</p>	<b>10 Marks</b>	<b>L4</b>	<b>CO 1</b>
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**Or**

9.	<p>Examine the methods of fixing minimum wages under the Minimum Wages Act, 1948, with reference to their suitability in the Indian context.</p>	<b>10 Marks</b>	<b>L4</b>	<b>CO 1</b>
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10.	<p>Mr. R is employed in a factory with 800 workers. His employer usually pays him his wages on the 10th day of the following month. In a specific month the employer deducted 33 percent of wages as 'fine' without giving a hearing.</p> <p>Mr. R intends to challenge both the delay in payment and the deductions, arguing that they violate the provisions of the Payment of Wages Act, 1936.</p> <p>Citing relevant provisions, decide whether the time and deduction of wages are valid or not?</p>	<b>10 Marks</b>	<b>L2</b>	<b>CO 2</b>
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**Or**

11.	<p>An Inspector appointed under the Maternity Benefit Act, 1961 visits a textile factory where several women workers complain that their employer has not granted them maternity leave and benefits. The employer denies the allegations and refuses to produce wage and attendance records. The Inspector warns of prosecution under the Act.</p>	<b>10 Marks</b>	<b>L2</b>	<b>CO 2</b>
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	Apply the provisions of the Maternity Benefit Act, 1961 relating to the powers and duties of Inspectors and analyse whether the Inspector can compel the employer to comply.			
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<b>12.</b>	Ms. A, working in a private company, applies for maternity leave under the Maternity Benefit Act, 1961. The employer denies her claim stating that she has worked only 70 days in the preceding year. Examine her eligibility under the Act and decide whether she is entitled to maternity benefits.	<b>10 Marks</b>	<b>L3</b>	<b>CO 2</b>
<b>Or</b>				
<b>13.</b>	Mr. X, aged 15, is employed in a roadside restaurant for more than 10 hours a day. His parents argue that this is lawful since it is a family arrangement. Apply the provisions of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 to determine the legality of his employment.	<b>10 Marks</b>	<b>L3</b>	<b>CO 2</b>