Roll No.												

PRESIDENCY UNIVERSITY

BENGALURU

End - Term Examinations – December, 2025

Date: 13 – 12- 2025 **Time:** 01:00pm – 04:00pm

School: SOL	**Program:** BA.LLB (Hons)/BBA.LLB(Hons)/B.COMLLB(Hons)	
Course Code: LAW2030	**Course Name:** Labour and Industrial Laws II	
Semester: VII	**Max Marks**: 100	**Weightage**: 50 %

CO - Levels	CO1	CO2	CO3	CO4	CO5
Marks	10	10	30	30	20

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. **10Q x 2M=20M**

1	State the main objectives of the Equal Remuneration Act, 1976.	2 Marks	L2	CO1
2	State the purpose of fixing a minimum wage under the Minimum Wages Act, 1948.	2 Marks	L1	CO2
3	What is meant by a "Floor Wage" under the Code on Wages, 2019, and how does it relate to state-level minimum wages?	2 Marks	L4	CO3
4	Mention the types of allowable deductions under the Payment of Wages Act, 1936.	2 Marks	L1	CO3
5	Describe the time frame for the payment of wages under the Payment of Wages Act, 1936.	2 Marks	L2	CO4
6	State the object of the Employees' Compensation Act, 1923.	2 Marks	L1	CO5
7	List two types of benefits under the Employees' State Insurance Act, 1948.	2 Marks	L2	CO3

8	Highlight the objective of the Employees' State Insurance Corporation under the ESI Act, 1948.	**2 Marks**	**L2**	**CO5**
9	Mention the qualifying conditions for availing maternity benefits under the Maternity Benefit Act, 1961.	**2 Marks**	**L2**	**CO4**
10	Define "Partial Disablement" under the Employees' Compensation Act, 1923.	**2 Marks**	**L2**	**CO5**

Part B

Answer the Questions **Total 80 Marks**

11.	Discuss the scope and limitations of enforcement under the Equal Remuneration Act, 1976. Support your answer with relevant case law and recent judicial trends.	**10 Marks**	**L4**	**CO2**

or

12.	The State of Karnataka issued a notification fixing minimum wages for workers in small-scale textile units. The employer's association challenged the notification, claiming that the Committee constituted for wage fixation did not have adequate representation of employers. Applying the provisions of the *Minimum Wages Act, 1948,* discuss the methods for determining minimum wages. Examine whether the employer's contention is legally sustainable.	**10 Marks**	**L2**	**CO3**

13.	'*The right to dignified work, includes the right to timely payment of wages*', in the light of the statement, analyze the relevance of the Payment of Wages Act, 1936, in modern labor labour laws framework.	**10 Marks**	**L4**	**CO3**

or

14.	Evaluate whether the concept of "allowable deductions" under the *Payment of Wages Act, 1936* continues to be relevant today. How effectively do these provisions prevent wage-related exploitation in informal and digital employment sectors?	**5+5 Marks**	**L5**	**CO4**

15.	Assess whether the calculation of maternity benefits under the *Maternity Benefit Act, 1961,* as amended in 2017, meets the constitutional mandate of equality and social justice. Suggest reforms to improve inclusivity and coverage for women in the unorganized and informal sectors.	**5+5 Marks**	**L4**	**CO4**

Or

16.	Outline the emergence of child labour legislations in India. Critically analyze how the Indian Constitution, through Fundamental Rights and Directive Principles of State Policy, has shaped the legal framework governing child and adolescent labour.	**5+5 Marks**	**L3**	**CO4**

17.	A worker employed in a construction company suffers a permanent partial disablement due to a workplace accident. The employer denies liability, claiming that the worker was negligent and not on official duty at the time of the accident. The matter is brought before the Commissioner under the *Employees' Compensation Act, 1923.* **(a)** Examine the powers of the Commissioner in deciding liability and assessing compensation in such disputes. **(b)** Discuss the procedure followed by the Commissioner during inquiry and evidence collection. **(c)** Evaluate whether the Commissioner's powers are adequate to ensure justice to the injured worker in cases of contested liability.	**5+5+5 Marks**	**L4**	**CO5**

Or

18.	A gardener employed by a private university covered under the **Employees' Provident Funds (EPF) Act, 1952** earns a monthly salary of Rs 26500, his basic wages are of ₹13,500 and a dearness allowance of ₹1,400. a) Calculate the employee's contribution to the Provident Fund (PF) for one month. b) Calculate the employer's contribution to the PF for one month, with a breakdown of contributions to the **Provident Fund** and **Employees' Pension Scheme (EPS)**. c) What is the total monthly contribution (employee + employer) deposited into the worker's PF account?	**5+5+5 Marks**	**L5**	**CO5**

19.	*"Inter-state migrant workers often face exploitative working conditions, including delayed wages, lack of accommodation, denial of journey allowances, and absence of basic welfare amenities at worksites".*	**15 Marks**	**L4**	**CO5**

	Analyze the service conditions and welfare measures for inter-state migrant workers under the Inter-State Migrant Workmen Act, 1979 with the help of judicial pronouncements.			

Or

20.	Rajesh, a differently abled worker, works in restaurant and earns a monthly gross salary of ₹23,500, which includes a basic salary of ₹18,000 and a dearness allowance of ₹3500, *inter alia*. The restaurant is covered under the **Employees' State Insurance (ESI) Act, 1948**. Ramesh met with an accident in the course of employment and required hospitalization for a week. a) Determine whether Ramesh is eligible for ESI benefits based on his salary. Explain why or why not. b) If eligible, calculate Ramesh's contribution towards ESI for one month at the statutory rate of **0.75%** of his gross salary. c) List at least two benefits Ramesh can claim under the ESI Act due to his work-related accident.	**5+5+5 Marks**	**L5**	**CO5**

21.	Sameer works as a construction labourer for XYZ Builders. While working at a construction site, he fell from a scaffolding and sustained severe injuries, rendering him unable to work for three months. Rahul's monthly wage is ₹12,000, and the medical expenses incurred during treatment amounted to ₹25,000. XYZ Builders is covered under the **Employees' Compensation Act, 1923**. a) Calculate the compensation Rahul is entitled to for temporary disablement under the Act. b) Evaluate the employer's liability if it is found that the injury occurred due to non-compliance with safety measures at the site.	**5+15 Marks**	**L5**	**CO 4**

Or

22.	A medium-sized engineering firm deducts employees' provident fund contributions from salaries but fails to deposit them into the EPF account for several months. When an employee retires, she discovers the shortfall and files a complaint. (a) Determine the employer's statutory obligations under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. (b) Identify the remedies available to the employee under the Act. (c) Suggest the possible penalties the employer may face, as under the Act.	**10+5+5 Marks**	**L4**	**CO 5**