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# PRESIDENCY UNIVERSITY

Presidency University Act, 2013 of the Karnataka Act No. 41 of 2013 | Established under Section 2(f) of UGC Act, 1956  
Approved by AICTE, New Delhi | Approved By BCI  
Bengaluru

## Even Semester Mid Term, March 2026

**Date: 14/03/2026**

**Time: 02:00 PM - 03:30 PM**

**Course Code: LAW2059**

**Course Name: Labour Laws II**

**Semester: Sixth Semester**

**Max. Marks: 50**

**Weightage: 50%**

<b>CO - Levels</b>	<b>CO1</b>	<b>CO2</b>
<b>Marks</b>	<b>46</b>	<b>44</b>

### PART-A: Answer Following Questions. 10 M

Qn.No	Questions	M	CO	BT
1	State the scope and application of the Code on Wages, 2019.	2	CO1	BT1
2	Briefly analyse the various “wage period” under the Code on Wages, 2019.	2	CO1	BT3
3	Mention two safeguards against excessive deductions under the Code on Wages, 2019.	2	CO1	BT1
4	Explain in brief the two functions of the Employees’ State Insurance Corporation.	2	CO2	BT3
5	Briefly explain the purpose of the Employees’ Pension Scheme under the Code on Social Security, 2020.	2	CO2	BT3

### PART-B: Answer Any 1 Following Questions. 10 M

Qn.No	Questions	M	CO	BT
6	Examine the provision relating to prohibition of discrimination on the ground of gender under the Code on Wages, 2019. Further explain how does the concept of “same or similar nature of work” prevent indirect wage discrimination?	10	CO1	BT4
7	Critically analyse the constitutional foundation of minimum wage fixation in India with reference to Fundamental Rights and Directive Principles of State Policy.	10	CO1	BT3

### PART-C: Answer Any 1 Following Questions. 10 M

<b>PART-C: Answer Any 1 Following Questions. 10 M</b>
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Qn.No	Questions	M	CO	BT
8	Discuss the statutory framework governing mode and time of payment of wages under the Code on Wages, 2019, with reference to with reference to their suitability in the Indian context.	10	CO1	BT2
9	Evaluate the role of 'Floor Wage' in harmonizing wage policy across India, explain whether the States can fix wages below the Floor Wage?	10	CO1	BT4

**PART-D: Answer Any 1 Following Questions. 10 M**

Qn.No	Questions	M	CO	BT
10	M/s Orion Logistics employs 85 workers directly and 40 through a contractor. The contractor deducts EPF contributions but deposits them irregularly. The establishment claims that contract workers are not its responsibility. Examine the statutory liability of the principal employer and contractor under the EPF provisions of the Code on Social Security, 2020. Discuss the powers of authorities and consequences of default.	10	CO2	BT4
11	Mr. Ramesh, an electrician is employed in a automobile manufacturing factory. His employer usually pays him his wages on the 10th day of the following month. In a specific month the employer deducted 12 percent of wages as 'fine' without giving a hearing. Mr. R intends to challenge both the delay in payment and the deductions, arguing that they violate the provisions of the Code on Wages, 2019. Evaluate the relevant provisions to decide the time and deduction of wages are valid or not with the help of judicial guidelines ?	10	CO2	BT4

**PART-E: Answer Any 1 Following Questions. 10 M**

Qn.No	Questions	M	CO	BT
12	<p>A gardener employed by a private college covered under the Employees' Provident Funds (EPF) provisions of Social Security Code, 2020, earns a monthly salary of Rs 23500, his basic wages are of ₹13,500 and a dearness allowance of ₹1,500.</p> <p>a) Calculate the employee's contribution to the Provident Fund (PF) for one month.</p> <p>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).</p>	10	CO2	BT4

13	<p>Sameer, a differently abled worker, works in a cinema hall and earns a monthly gross salary of ₹24,500, which includes a basic salary of ₹18,000 and a dearness allowance of ₹3500, inter alia. He met with an accident in the course of employment and required hospitalization for a week.</p> <p>a) Determine whether Sameer is eligible for ESI benefits based on his salary. Explain why or why not.</p> <p>b) If eligible, calculate Sameer's contribution towards ESI for one month at the statutory rate.</p> <p>c) List at least two benefits Sameer can claim under the ESI due to his work-related accident.</p>	10	CO2	BT4
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