



Even Semester End Term Examination, May / June 2026

Date: 13/05/2026

Time: 01.00 PM - 04.00 PM

Course Code: LAW2059

Course Name: Labour Laws II

Semester: Sixth Semester

Max. Marks: 100

Weightage: 50%

CO - Levels	CO1	CO2	CO3	CO4	CO5
Marks	26	22	26	62	44

PART A: Answer Following Questions. 20 M

Qn.No	Questions	M	CO	BT
1	Define 'Wages' under the Code on Wages, 2019, and list any two components excluded from the definition.	2	CO1	BT2
2	State the constitutional basis for regulating minimum wages in India.	2	CO1	BT2
3	Explain in brief the concept of 'Floor Wage' under the Code on Wages, 2019, and its significance in wage fixation.	2	CO1	BT3
4	Identify the authorities responsible for administering the Employees' Provident Fund scheme under the Code on Social Security, 2020.	2	CO2	BT2
5	Define 'Continuous Service' as understood in the context of gratuity entitlement under the Code on Social Security, 2020	2	CO3	BT2
6	State the formula for calculating the amount of gratuity payable to an eligible employee under the Code on Social Security, 2020.	2	CO3	BT2
7	Mention two conditions under which an employer is prohibited from dismissing a woman employee under the Code on Social Security, 2020.	2	CO3	BT2
8	Outline the objectives of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.	2	CO4	BT2
9	Define 'Gig Worker' and 'Platform Worker' as provided under the Social Security Code, 2020.	2	CO5	BT2
10	State two welfare obligations imposed on contractors in respect of contract labourers.	2	CO5	BT2

PART B: Answer Any 1 Following Questions. 10 M

Qn.No	Questions	M	CO	BT
11	Analyse the constitutional framework underlying the Code on Wages, 2019, and examine the process of fixation of minimum wages through the Committee Method and the Notification Method.	10	CO1	BT3
12	Critically discuss the principle of equal remuneration for the 'same or similar nature' of work under the Code on Wages, 2019, with reference to relevant judicial precedents.	10	CO1	BT3

PART C: Answer Any 1 Following Questions. 10 M

Qn.No	Questions	M	CO	BT
13	Examine the structure and functions of the Employees' State Insurance Corporation (ESIC) under the Code on Social Security, 2020, and evaluate the adjudication mechanism for disputes and claims.	10	CO2	BT3
14	Analyse the scheme of benefits available under the Employees' Provident Fund, and evaluate the portability mechanisms.	10	CO2	BT4

PART D: Answer Any 1 Following Questions. 10 M

Qn.No	Questions	M	CO	BT
15	Examine the concept of employer's liability with particular reference to the classification of disablement and the method of computing employees' compensation.	10	CO3	BT4
16	Critically analyse the powers and functions of the Competent Authority in adjudicating claims for employees' compensation under the Code on Social Security, 2020.	10	CO3	BT3

PART E: Answer Any 1 Following Questions. 15 M

Qn.No	Questions	M	CO	BT
17	Evaluate the adequacy of maternity benefit provisions in securing job protection and income security for women workers in India.	15	CO4	BT4
18	Analyse the regulatory framework governing child and adolescent labour under the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.	15	CO4	BT4

PART F: Answer Any 1 Following Questions. 15 M

Qn.No	Questions	M	CO	BT
19	Examine the legal framework governing the welfare of contract labourers under the OSH Code, 2020, and assess the allocation of	15	CO4	BT4

	responsibilities between the principal employer and the contractor.			
20	Critically evaluate the emerging legal framework for gig workers and platform workers, and assess whether current provisions adequately address the social security needs of platform economy workers.	15	CO4	BT4

PART G: Answer Any 1 Following Questions. 20 M

Qn.No	Questions	M	CO	BT
21	Ravi, employed in a factory covered under ESI, meets with an accident while commuting from his residence to the workplace using a route regularly used for work travel. The employer denies ESI benefits, arguing that the injury did not occur within the workplace or during working hours. Based on the facts above, answer the following questions: a) Apply the relevant provisions to determine Ravi's eligibility for benefits. b) Critically examine the concept of "arising out of and in the course of employment." c) Discuss the types of benefits Ravi may claim and the procedure for enforcement.	20	CO5	BT4
22	Suresh, a 25-year-old daily-wage worker employed at a warehouse for 6 years, died in an accident caused by the collapse of a defective loading ramp. He had earned rupees 1,20,000 in the last 12 months before his death. His dependants approach the management for compensation. The employer denies liability, arguing the accident was due to the worker's own negligence and that he was a 'daily wage worker', not an employee. Applying the relevant provisions of the Code on Social Security, 2020, advise the dependants on: (i) the definition and legal status of Suresh as an 'employee' under the Code; (ii) the principles governing the employer's liability and whether the defence of contributory negligence is valid; (iii) the total calculation of compensation payable to dependants. Note- Age factor for 25 year old =216.91	20	CO5	BT4