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**PRESIDENCY UNIVERSITY
BENGALURU**

**SCHOOL OF LAW
MID TERM EXAMINATION - OCT 2023**

Semester : Semester IX - 2019

Course Code : LAW124

Course Name : Sem IX - LAW124 - Labour and Industrial Law – II

Program : BCL/BBL/BAL

Date : 30-OCT-2023

Time : 11:30AM - 1:00PM

Max Marks : 60

Weightage : 30%

Instructions:

- (i) Read all questions carefully and answer accordingly.
- (ii) Question paper consists of 1 parts.
- (iii) Scientific and non-programmable calculator are permitted.
- (iv) Do not write any information on the question paper other than Roll Number.

ANSWER ALL THE QUESTIONS

(6 X 10 = 60M)

1. Provide a comprehensive explanation of what constitutes wages within the realm of the Payment of Wages Act, 1936 with relevant case laws.
(CO1) [Comprehension]
2. Explain the theory of notional extension and added peril with reference to Employee's Compensation Act 1923.
(CO1) [Comprehension]
3. An employee in a manufacturing company complains that their wages are often delayed or paid in a manner that violates Payment of Wages Act, 1936. Explain the steps that the employer can take to ensure compliance with the act and the penalties that he would be liable to pay for non compliance.
(CO2) [Comprehension]
4. The Employee's Compensation Act, 1923 provides for the payment of compensation to certain classes of employee's for injury by accident. Explain the concept of personal injury and different types of disablement that is covered under this Act.
(CO2) [Comprehension]
5. Amith working in factory earns 18000 rupees monthly wages. The employer deducted fine of rupees 3000 from his monthly salary as he broke the rules of the factory which was approved by the appropriate authority. Decide
(CO3) [Comprehension]
6. An employee aged 27, sustained injury as mentioned in Schedule 1 Part II of the Act. His monthly wages is rupees 5000. He lost 30% of earning capacity. Calculate the amount of compensation that can be claimed in this case. (Relevant Factor: 213.57)
(CO3) [Comprehension]