

Roll No



**PRESIDENCY UNIVERSITY
BENGALURU**

SET A

**SCHOOL OF LAW
END TERM EXAMINATION - JAN 2024**

Semester : Semester IX -BBL - 2019

Course Code : LAW124

Course Name : Labour and Industrial Law – II

Program : BBA LLB Honors

Date : 03-JAN-2024

Time : 1:00 PM - 4:00 PM

Max Marks : 100

Weightage : 50%

Instructions:

- (i) Read all questions carefully and answer accordingly.
- (ii) Question paper consists of 1 part.
- (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

10 X 10M = 100M

1. Define the concept of wages as per the Minimum Wages Act 1948. How does the Act distinguish between minimum wages, fair wages, and living wages? Also discuss the significance of wage policies in the context of industrial development.
(CO1) [Comprehension]
2. Elucidate the objectives and salient features of Child Labour (Prohibition and Regulation) Act 1986 with relevant case laws.
(CO1) [Comprehension]
3. Examine the role of employers in ensuring compliance with the Maternity Benefit Act. How can employers create a supportive and inclusive work environment for pregnant employees?
(CO2) [Comprehension]
4. XYZ is a Banking Company whose gross profit is 90 lakhs. Expenditure amounts to 5 lakhs. Calculate the minimum and maximum bonus that the XYZ Banking Company can pay to its employees. Explain the concept of gross profit as per the Payment of Bonus Act, 1965. Differentiate between available surplus and allocable surplus in the context of bonus computation.
(CO2) [Comprehension]
5. Can an employer seek an exemption from the provisions of the ESI Act and explain the procedure the procedure for registering a new establishment under the ESI Act
(CO3) [Comprehension]
6. A school provides employment for 15 employees, The principal denies the applicability of The Employee's Provident Funds and Miscellaneous Provisions Act 1952. Analyse
(CO3) [Application]
7. Explain the relevant provisions of the Equal Remuneration Act 1976 that safeguard against disparities and promote equal pay for equal work.
(CO4) [Application]

8. The "Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act" aims to regulate the employment and conditions of service of inter-state migrant workers to safeguard their rights and interests. Explain the salient features of the act with relevant case laws
(CO4) [Application]
9. Who can claim minimum wages? What shall be the content of claim compensation? How the claim compensation shall be decided?
(CO3) [Application]
10. Ram was working in a company. Due to certain reasons he was retrenched. He claimed his gratuity on retrenchment as it is termination of service. Can he claim it.
(CO4) [Application]