

Roll No



**PRESIDENCY UNIVERSITY
BENGALURU**

SET B

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

Semester : Semester VII - 2020

Course Code : LAW124

Course Name : Labour and Industrial Law – II

Program : BBA LLB Honors

Date : 04-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. Critically examine the regulatory mechanisms of the Child & Adolescent Labour (Prohibition & Regulation) Act, 1986. Why India as a state has failed to curb the menace of child labour in the country.
(CO1) [Comprehension]
2. 'The liability of the Principal Employer is secondary in nature and only in case of default of payment by the contractor, he is supposed to make the payment.' In the light of the above statement, critically analyse the rights and duties of the Principal Employer under the Contract Labour (Regulation & Abolition) Act, 1970.
(CO1) [Comprehension]
3. Mr ABC & Ms. LMN have been working in a cloth manufacturing factory since a year, drawing a monthly salary of Rs. 10,000 and Rs. 6,000 respectively. Calculate the highest bonus that they are entitled to. Describe the conditions that have to be fulfilled by the employee to be eligible for the bonus.
(CO2) [Comprehension]
4. 'The concept of the 'Notional Extension of Employer's Premises' empowers employees to seek compensation, whereas the 'Doctrine of Added Peril' provides employers with a means to mitigate their liability.' Examining precedent cases sheds light on the applications and implications of these doctrines.
(CO2) [Comprehension]
5. The Maternity Benefit (Amendment) Act of 2017 is more inclusive concerning the benefits available to working women. Describe the relevant provisions of the statute justifying the above statement.
(CO3) [Comprehension]
6. 'The State under Article 39 of the Constitution has a duty to ensure equal pay for equal work for its citizens.' In light of the above statement, critically examine the objective and regulatory mechanisms of the Equal Remuneration Act, 1976.
(CO3) [Application]

7. The Payment of Gratuity Act of 1972 sets the criteria of five years of continuous service for the benefit of gratuity. Explain the calculation of 'continuous service' and the permissible interruptions as recognized by the statute along with the relevant case laws.
(CO4) [Application]
8. Critically examine how the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act of 1979 makes the contractor and employer liable for the health and well-being of the inter-state migrant worker.
(CO4) [Application]
9. Is it permissible for an employer to make deductions from wages under the Payment of Wages Act, 1936, and if yes, what are the regulations stipulating restrictions on such deductions?
(CO5) [Application]
10. 'Minimum wages must be paid irrespective of the financial condition of the employer or the availability of workers on lower wages.' In the light of above statement, critically analyse the role played by the Judiciary in India to ensure the execution of the Minimum Wages Act, 1948.
(CO5) [Application]