

**HONS.06/006/22**

**SIXTH SEMESTER B.A.,LL.B. (HONS.) DEGREE EXAMINATIONS, MAY 2022**

**LABOUR LAW II**

**Time: 3 Hours**

**Marks : 50**

**Answer Any FIVE of the following questions. (Each question carries 10 marks) (5x10=50)**

1. Examine the Charter of Labour Rights under the Indian Constitution. See how the constitutional framework ensures protection and promote welfare of labourers in India.
2. Minimum wages must be paid by the employer notwithstanding the want of financial capacity. Examine the statement in the light of applicability of Minimum Wages Act and discuss the developments in the area.
3. Employer entered into contract with a jobber whereby the latter agreed to supply required number of labourers to the former. The establishment of the employer is a registered one but the contractor was a person holding no valid license to supply labourers. Discuss the relevant statute and the nature of liability of the employer and the contractor and the rights of contract labourers.
4. An employee working in an establishment commits fraud during the accounting year 2016-17, but continues to work during the two subsequent accounting years, and has a clean record during the subsequent years. On the basis of fraud committed in 2016-17, he was dismissed from service at the end of accounting year 2020-2021. Discuss his entitlement to benefits like bonus and gratuity.
5. Briefly examine the statutory protection available to pregnant women workers. Whether labour legislations are women friendly. Give your opinion.
6. Discuss the nature and extent of liability of employer under the Employees' Compensation Act.
7. Discuss on the contemporary issues and challenges in labour law reforms.
8. Write short notes on any two: (5 marks each)
  - 1) Employees' Provident Fund Act
  - 2) Full Bench Formula or Available Surplus Formula
  - 3) Workers Facilitation Centre
  - 4) Determination of Minimum Wage

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