

**B.A., LL.B. (Hons.) DEGREE SIXTH SEMESTER EXAMINATION, MAY 2025**

**Labour Law- II**

**Time: 3 Hours**

**Maximum Marks: 50**

Answer ANY FIVE of the following questions. Each question carries TEN marks

1. Elucidate on the core contingencies identified by ILO convention and examine how the Indian legal system addresses social security of laborers.
2. Examine the right of employees to obtain gratuity in the following two circumstances: a) An employee was proceeded against for the misconduct of producing a fraudulent 'birth certificate' for appointment. His appointment is found to be illegal. b) Employees who are conductors were proved to have misappropriated amount collected as ticket charges.
3. Granting six months maternity leave to a woman employed on a one year contract would obliterate the benefit of employment. Comment and examine the legal provisions and judicial approaches towards providing maternity benefits to women workers.
4. Examine the obligation of employer to pay bonus under the Payment of Bonus Act. Is waiver of minimum bonus valid under law?
5. Examine the situations where an employee is entitled to claim compensation under Employees Compensation Act. Can a civil suit be filed for compensation under the Act?
6. An employee who was a chronic asthma patient died due to physical and mental strain, along with continuous exposure to fumes emitted from the factory. Dependant of the deceased claimed for compensation and it was rejected by the employer on the ground that he was a chronic patient. Discuss the right of the dependant to get compensation. Explore the scope of application of Employees Compensation Act and Employees State Insurance Act.
7. The Unorganised Workers' Social Security Act 2008 is laudable yet simultaneously criticized as toothless tiger. Comment.
8. Write short notes on any two:
  - a) Contracting out and Rights of Employees
  - b) Inspectors cum Facilitators
  - c) Licensing of Contractors
  - d) Grievance redressal against sexual harassment at workplace

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