

LABOUR LAWS-II

Time: 3 Hours

Maximum Marks: 50

Answer ALL questions. Each question carries TEN marks

(5x 10 = 50)

- I. "Under the Employees Compensation Act, 1923 the principle on which compensation is to be awarded has to be determined in accordance with the provisions of the Act and cannot be departed from on grounds of sentiment. Under the provisions of the Act, the amount of compensation depends on age, monthly wages and nature of injury." Elaborate.

OR

- II. Discuss in detail the following under the Employees Compensation Act:
(a). Doctrine of Notional Extension (c).Employer's Liability for
(b). Contracting Out Compensation

- III. Various aspects of the Maternity Benefits Amendment Act, 2017 need further clarity, for example, period up to which the crèche facility could be extended to the concerned woman as well as the aspect of availability, frequency and extent of nursing breaks. Analyse the relevance of the Maternity Benefits Act, 1961 as an important social security legislation and critically examine the recent changes made to it by the 2017 amendment.

OR

- IV. How is the Employees State Insurance Act, 1948 administered? Examine the various authorities under the Act with their powers and duties.

- V. The Employee's Deposit Linked Insurance Scheme was launched in 1976, and applies to all employers who provide Employee's Provident Fund (EPF) provisions to their employees. The point of the scheme is to provide life insurance coverage to all their employees. Discuss.

OR

- VI. Elaborate on the administration and working of the Employee's Provident Fund Scheme.

- VII. Discuss the importance of registration of establishments employing contract labour under the Contract Labour (Regulation and Abolition) Act, 1970. What is the effect of non-registration?

OR

- VIII. Discuss the following under the Minimum Wages Act, 1948:
(a). Minimum Wage (c). Fair Wage
(b). Living Wage

- IX. Since its inception in 2006, MGNREGS has provided an alternative source of income to workers in rural areas, particularly women and economically backward communities, created productive assets and empowered the local Panchayati Raj Institutions (PRIs) through the implementation and monitoring processes - *comment*

OR

- X. There are clear evidences that original objectives of MGNREGA are yet to be achieved on a large scale and its true potential as an instrument of rural transformation is yet to be fully realized. Critically examine the MGNREGA and its shortcomings.
