

HONS. 06/04/19

B.A. LL.B., (Hons.) DEGREE SIXTH SEMESTER EXAMINATIONS, MAY 2019

Labour Law -II

Time: 3 Hours

Maximum Marks: 50

A. Answer any three questions. (Each question carries 10 marks) (3x10=30)

1. Give an account of fundamental labour rights and labour legislations in India. Cite cases.
2. Examine the nature of bonus and gratuity. Analyse the extent of liability of employers and establishments to pay bonus.
3. Write short notes on any two:
  - a) Social Security to Unorganized Workers
  - a) Contracting out
  - b) Right to employment v Right to motherhood
  - c) Gratuity
4. Examine with the help of decisions the extent of liability of employer to pay compensation to employees under the Employees' Compensation Act.
5. Give an account of the schemes and jurisdiction of authorities under the Employees Provident Fund and Miscellaneous Provisions Act.

B. Answer any two of the following questions. Each question carries 10 marks (2x 10=20)

1. A woman employee who was appointed on a contract basis continued in service on renewal of contract every year. She claimed maternity benefit from the employer after a completed service of 10 years. Employer denied her of the benefits under the Maternity Benefit Act . Decide
2. A contractor without a valid license supplied labourers to the Principal Employer based on an agreement. The labourers were denied wages by the Contractor, not even the principal employer looked into the issue. Discuss the liability of Principal employer, contractor and the rights of labourers taking into consideration all the relevant legislations applicable.

3. Industrial adjudicator passed an order prohibiting contract labour in the establishment stating that there is gross exploitation of contract labourers by contractor and principal employer. Decide on the validity of the decision of Industrial adjudicator.