


Name:			
Enrolment No:			
UPES End Semester Examination, May 2023			
Course: Labour Laws 2 Program: BALLB/BBALLB/B.COM LLB (all specializations) Course Code: CLCC 3037		Semester: VI Time : 03 hrs. Max. Marks: 100	
Instructions: 1. All Questions are compulsory. 2. Provide your batch and specialization on the answer sheet.			
SECTION A (5Qx2M=10Marks)			
S. No.	Write Short notes-	Marks	CO
Q1	Define Gig Worker.	2	CO1
Q2	Total number of laws repealed by Code on Wages, Code on social security, Code on occupational safety jointly are	2	CO1
Q3	A women who is insured under ESI provisions, is undergoing maternity and at the same time got injured resulting into temporary disablement. Can she claim both the benefits? Cite provision supporting your answer.	2	CO1
Q4	Define Permanent total disablement.	2	CO1
Q5	Provision for Underserved want is provided under Articleof the COI 1950.	2	CO1
SECTION B (4Qx5M= 20 Marks)			
Briefly Explain			
Q6	Brief comment on <i>Randhir Singh v Union of India (Supreme Court)</i>	5	CO2
Q7	Welfare provisions under the OSH Code 2020	5	CO2
Q8	Impact of Occupational Safety Code on the Inter State Migrant Workers	5	CO2
Q9	Difference between living wage, fair wage and minimum wage	5	CO2
SECTION-C (2Qx10M=20 Marks)			
Q 10	“Occupational accidents and diseases remain the most appalling human tragedy of modem industry and one of its most serious forms of economic waste.” Comment on the statement given by the Honorable Supreme Court of India, in light of the relevant case. Also discuss the law	10	CO3

	concerning occupational safety in India focusing on the duties of employer and employee.		
Q11.	<p>“The purpose of ESI provisions is to provide welfare measure and social security to the workmen”.</p> <p>Comment on the above statement along-with describing the objective of ESI provisions under the Social Security Code, 2020. Also, list the benefits available under the provisions.</p>	10	CO3
SECTION-D (2Qx25M=50 Marks)			
Q12	<p>Manohar was a carpenter at KVR Enterprises, a manufacturing establishment, where he used to operate an sophisticated machinery. Once while working in the establishment, he suffered an injury which resulted in his death. It was found out that on that unfortunate day, he did not wear/make use of the safety kit/gadgets provided to him by the employer, to be used while operating the machinery. His dependents claimed to be compensated for the death of Manohar. As his advocate, suggest to his family the remedy available to his dependents.</p>	25	CO4
Q13	<p>One of the members of Opposition, who has held the post of labor minister earlier, conducted a press conference and made critical remarks on the recent codification of labor legislations in India. He asserted that “these labor codes especially the ones dealing with social security, occupational safety and wages, are sham and nothing but repetition of earlier laws to befool the public and workers of this country. Be sure the fate of workers will not change. The government has no intention of implementing the progressive provisions and it will take eternity to frame rules and set up bodies. This codification is just to eat up resources of this country. The Codes do not bring any benefit either to the woman worker generally and especially regarding maternity”.</p> <p>You are a journalist and your organization has asked you to prepare a report on this to be published in 2 days. Write a column considering these assertions made on the government and considering the pros and cons of the codification in detail. Also put special emphasis on the aspect of maternity since a specific comment is made on that account.</p>	25	CO4