


Name:			
Enrolment No:			
UPES End Semester Examination, May 2025			
Course: Labour Law II Program: B.TECH.LL.B Course Code: CLCC 5023		Semester: X Time : 03 hrs. Max. Marks: 100	
Instructions: All questions are compulsory.			
SECTION A (5Qx2M=10Marks)			
S. No.	Word limit should not exceed 50 words.	Marks	CO
Q 1	Within how many days a worker must be paid the wages due to him when he is terminated from an industry?	2	CO1
Q.2	What is the meaning of Permanent Total disablement.	2	CO1
Q.3	State True/False: ESI Provisions under the SS Code will apply only to those factories (excluding seasonal factories) where minimum 20 workers are working.	2	CO1
Q.4	Define Platform worker. Give examples.	2	CO1
Q.5	What is the major difference between a employee and a worker?	2	CO1
SECTION B (4Qx5M= 20 Marks)			
Q.6	What are the major reforms in terms of welfare and health measures brought by the Occupation Safety Health and Working Conditions Code 2020?	5	CO2
Q.7	What are the salient features of the New Code pertaining to inter-state migrant workers.	5	CO2
Q.8	What are the major reforms brought by the Code on Wages 2019.	5	CO2
Q.9	Write a short note on Occupational Diseases.	5	CO2
SECTION-C (2Qx10M=20 Marks)			
Q 10	Evaluate the norms of fixation of Minimum wages under the Code on Wages 2019.	10	CO3

Q 11	Evaluate the maternity benefits given to a woman under the Code on Social Security 2020? Whether a woman claim work from home benefit as a matter of right?	10	CO3
SECTION-D (2Qx25M=50 Marks)			
Q 12	Critically evaluate the effectiveness of the new Labour Codes in safeguarding the rights and welfare of workers in both the organized and unorganized sectors, with special reference to gig and platform workers. To what extent do you believe these Codes will bring about meaningful labour reforms and enhance the living standards of India's workforce? Support your analysis with relevant legal provisions and real-world examples	25	CO4
Q 13	On the basis of below mentioned facts, answer the following questions: a) Tushar worked in a textile unit not covered under the ESI scheme. He was provided with safety helmets and gloves but chose not to use them willfully. While operating a machine, an accident occurred, leading to his death. His wife now claims compensation from the employer. Decide whether his wife is entitled to compensation under the Code on Social Security, 2020? Give Reasons. b) Gautam, insured under the ESI scheme, met with a workplace accident that caused permanent partial disability. A few days later, he developed a high fever. He submitted claims for both disability compensation and sickness benefit to the ESIC. Can he claim both disability and sickness benefits during the same period? State the conditions under which multiple ESI benefits cannot be claimed together. c) Megha was an employee at M.S Electronic Works ltd. It was a factory where around 800 workers were employed. One day while she was commuting to reach his factory on her car, she had an accident, thereby suffering several injuries. She lost both her arms due to the accident. Analyze whether Megha's accident is said to have "arisen out of and in the course of employment" as per the Cod. If yes, explain the conditions she has to prove to claim such compensation as per the provisions of Chapter VII of the Code on Social Security 2020.	25 (6+9+10)	CO4