

Reg. No. : .....

Name : .....

**Ninth Semester B.A. LL.B/B.B.A. LL.B/B.Com. LL.B. (Five Year-Integrated)  
Degree Examination, December 2021**

**Paper III : LABOUR AND INDUSTRIAL LAW – II**

Time : 3 Hours

Max. Marks : 80

PART – A

Answer any **five** questions. (Each question carries **2** marks. Answer should not exceed **50** words each).

1. ESI court
2. Gratuity
3. Medical bonus
4. Available surplus
5. Occupational disease
6. Minimum wages
7. ILO.

**(5 × 2 = 10 Marks)**

PART – B

Answer any **four** questions. (Each question carries **4** marks. Answer should not exceed **120** words).

1. Powers and functions of inspectors under Minimum Wages Act.
2. Conditions for forfeiture of gratuity.

P.T.O.

3. Employees provident fund appellate tribunal.
4. Permissible deduction under payment of wages act.
5. Restrictions relating to employment of women in factories.

**(4 × 4 = 16 Marks)**

PART – C

Answer any **four** questions.

1. An employee of Gujarat Road Transport Corporation was allowed to retire on attaining the age of super annuation. However the transport corporation withheld his gratuity on the ground that a criminal case as well as a departmental enquiry was pending against the employee. Advice.
2. A factory engaged in the manufacturing process but not using any power engages 15 persons to do the work. The employees are interested in being covered under the ESI Scheme – Advice.
3. An employee in Mettur Thermal Power Station, a unit of TNEB died on the way to his work. The commissioner for workmen compensation held that the employee met with the accident in 'course of employment' and hence employer liable to pay compensation. Employer challenges the order. Decide.
4. Mythri Medical College and Hospital had been running its own laundry for washing and cleaning clothes used by the hospital. All employees of the laundry are employees of the hospital. Discuss and decide whether employees of the laundry could be treated as workers under the Factories Act.
5. Nagaraj, an employee of an establishment enters into an agreement with the employer on relinquishment of his right to minimum wages while in employment. Decide on the validity of the said agreement.

**(4 × 6 = 24 Marks)**

PART – D

Answer any **three** questions.

1. Explain the coverage, qualifying conditions and the rate and duration of maternity benefit payable under the Maternity Benefit Act, 1961.
2. Explain the terms 'arising out of' and 'in the course of employment' and describe the conditions under which the employer is not liable to pay compensation to injured employees.
3. Describe the main features of the Employees Provident Funds Act 1952. Highlighten the limitations of the Act.
4. Give a brief account of the growth and development of social security legislation in India.

**(3 × 10 = 30 Marks)**