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F – 4334

Reg. No. :

Name :

**Ninth Semester B.A.LL.B./B.B.A.LL.B./B.Com.LL.B.
(Five Year Integrated) Degree Examination, February 2019
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. Compulsory insurance.
2. ESI Fund.
3. Permanent partial disablement.
4. Forfeiture of maternity benefit.
5. Permissible deductions from bonus.
6. Major social security laws in India and labour rights .
7. Working hours of children in factories.

(5×2=10 Marks)

PART – B

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

1. General duties of occupiers.
2. Limitations of payment of Gratuity Act.
3. Sickness benefit under ESI.
4. Modes of recovery under EPF Act.
5. Forfeiture of gratuity.

(4×4=16 Marks)

P.T.O.



PART - C

Answer **any four** questions.

1. Ram Manohar is an employee in the Bihar government service. He wants to claim gratuity under the Payment of Gratuity Act, 1972. Advice.
2. Shyamala, a woman employed in Jawahar Tubes and Tyres goes on maternity leave. She approached the establishment claiming medical bonus through the employer had provided her post natal care. Free of charge the management objects to it. Decide.
3. Radheyshyam, was an employee in a seasonal establishment. On retirement, he claimed gratuity from the employer which was denied to him as he was engaged only during certain seasons. Decide.
4. Management of Punjab Roadways withheld increments of an employee named Gurudev Singh, subsequent to disciplinary action taken against him. Gurudev wants to challenge the same under payment of Wages Act. Advice.
5. Sethuram, an agricultural worker was being paid Rs. 100/- per day for the work he did by landlord. His wages rate was however quite lower than the minimum wages fixed by the government. He intends to proceed against this wages. Advice. **(4x6=24 Marks)**

PART - D

Answer **any three** questions.

1. Explain the provisions regulating employment of women in the factory. Evaluate their effectiveness as well as their limitations.
2. Explain the doctrine of notional extension.
3. State the various benefits available to an insured under Employees State Insurance Act, 1948.
4. Highlighten the essential function of the workmen compensation commissioner. **(3x10=30 Marks)**