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W – 3971

Reg. No. :

Name :

**Ninth Semester B.A. LL.B./B.Com. LL.B./B.B.A. LL.B. (FIVE YEAR
INTEGRATED) Degree Examination, December 2025**

Paper III : LABOUR AND INDUSTRIAL LAW — II

(2011-2019 Admission)

Time : 3 Hours

Max. Marks : 80

PART – A

I. Answer **any five** questions in not exceeding 50 words each. Each question carries 2 marks.

1. Pension
2. Provident fund
3. Statutory minimum wages
4. Compulsory state insurance
5. Factory
6. Overtime wages
7. Right to payment of maternity benefit

(5 × 2 = 10 Marks)

PART – B

II. Answer **any four** questions in not exceeding 120 words each. Each question carries 4 marks.

8. Write a note on the powers of workmen's compensation commissioners.
9. Describe the administration of the ESI scheme.

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10. Examine the provisions related to health, safety and welfare measures relating to employees working in factories.
11. How does gratuity benefit the workers? How is it calculated?
12. Discuss the theory of notional extension of employment.

(4 × 4 = 16 Marks)

PART – C

III. Answer **any four** questions. Each question carries 6 marks.

13. An employee approaches the court to decide whether casual or temporary workers can be considered as employees falling within the purview of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 for computing the strength of workers. Advise him.
14. An institution was engaged in taking care of sick and lame cattle. It was also running a dairy farm and was also selling milk and ghee to the public. Decide whether it would attract the provisions of Minimum Wages Act.
15. An employer approaches the court pleading that the Minimum Wages Act should be declared unconstitutional as he is finding it difficult to carry on business on the basis of minimum wages. Discuss.
16. A worker approaches the court to decide whether preparation of foodstuffs and other eatables in the kitchen of a restaurant and the use of a refrigerator for treating or adopting any article with a view to its sale would come under the concept of 'manufacturing' under the Factories Act. Discuss.
17. Section 35 of the Factories Act states that "In respect of any such manufacturing process carried on in any factory as may be prescribed, being a process which involves (a) risk of injury to the eyes from particles or fragments thrown off in the course of the process, or (b) risk to the eyes by reason of exposure to excessive light, the State Government may by rules require that effective screens or suitable goggles shall be provided for the protection of persons employed on, or in the immediately vicinity of, the process. In this context, decide whether hanging of goggles in the office room can be considered as sufficient compliance with this section.

(4 × 6 = 24 Marks)

PART – D

IV. Answer any three questions. Each question carries 10 marks.

18. Write a note on the concept of social security with special emphasis on its Indian and International context.
19. Discuss the provisions related to approval, licensing and registration of factories in India.
20. Explain the provisions related to payment of bonus in India.
21. Critically analyse the provisions related to deductions under the Payment of Wages Act, 1936.

(3 × 10 = 30 Marks)

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