

Reg. No. :

Name :

**Ninth Semester B.A. LL.B./B.Com. LL.B./B.B.A. LL.B. (5 Year Integrated)
Degree Examination, December 2023**

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. Social security
2. Overtime wages
3. Gratuity
4. Bonus
5. Occupational disease
6. Nursing breaks
7. ILO

(5 × 2 = 10 Marks)

PART – B

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

1. Notional extension of place of employment.
2. Distinguish between allocable surplus and available surplus.
3. Disqualifications to receive bonus.
4. Maternity benefits.
5. EPF Scheme

(4 × 4 = 16 Marks)

P.T.O.

PART – C

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

1. The husband came to the work-site of his wife when she was working and a quarrel ensued between them resulting in the husband killing his wife. It was argued that the employee's legal heirs are entitled to compensation under the Workmen's compensation Act. The employer objected to the same. Decide.
2. An employee is dismissed from service for misappropriation of property of the establishment after due process. The establishment denies bonus to him as well which he challenges as illegal. Decide.
3. An establishment denies gratuity to its employee on his superannuation after 10 years of service saying that it is the discretion of the establishment. The employee challenges the same claiming it to be a statutory right. Decide.
4. The Partner of a firm claimed himself to be an employee of the firm as well and claimed the right to EPF Scheme as an employee. Decide.
5. A woman employee who had availed maternity leave dies during the fourth week of her leave. However her husband claims maternity benefits for the entire term that she would have been entitled to, had she been alive. Decide.

(4 × 6 = 24 Marks)

PART – D

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

1. Elaborate on the concept and relevance of social security in India touching upon various schemes of the government of India.
2. Elaborate on the salient features of the Maternity Benefit Act, 1961.
3. Elaborate on the employer's liability to pay compensation under the Workmen's Compensation Act.
4. Elaborate on the features of the Factories Act relating to safety and welfare of employees working in factories.

(3 × 10 = 30 Marks)