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Reg. No. :

Name :

**Ninth Semester B.A. LL.B./B.Com.LL.B./B.B.A. LL.B.
(Five Year Integrated) Degree Examination, December 2024**

Paper III : LABOUR AND INDUSTRIAL LAW - II

(2020 Admission)

Time : 3 Hours

Max. Marks : 80

PART – A

Answer **any** six questions not exceeding **50** words each. Each question carries **2** marks.

1. Write on the grounds for forfeiture of gratuity.
2. Occupational Diseases.
3. Funeral expenses under ESI Scheme.
4. Nursing breaks.
5. Write note on Wage board under Code of Wages 2019.
6. Doctrine of added peril.
7. Allocable surplus.
8. Full bench Formula.

(6 × 2 = 12 Marks)

P.T.O.

PART – B

Answer any **four** of the following. Each question carries **5** marks.

9. Write short notes on Employees' Pension Scheme under EPF Act.
10. Discuss the definition of wage under the Payment of Wages Act pointing out the permissible deductions also.
11. What are the restrictions relating to Employment of women working in factories?
12. Who all are the persons to be covered as "Employees" under Employees Compensation Act?
13. Inter-State Migrant Workers under the Code of Social Security 2020.
14. Explain in detail the concept of social security.

(4 × 5 = 20 Marks)

PART – C

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

15. Sreekumar an employee of a salt manufacturing company were returning home after finishing his work by a public ferry boat which was the only means of conveyance available. The ferry boat was capsized due to bad weather and the employee drowned. His legal dependants filed an application to get compensation. Decide.
16. Twenty workers in a factory participated in a 10 days strike. The Employer of the factory deducted 10 days salary. Whether the employer is entitled to do so. Advise
17. Bonus was denied to an employee who was dismissed for wilfully engaging in unlawful activities in the establishment. Advise.
18. An employer had provided goggles for workers but one of the employee suffered eye injury without using the goggles and claims compensation. Decide.

19. Some persons were employed in a Bidi factory as Bidi workers. They had no fixed time of work. They were free to come to the factory and to leave the factory any time they liked. They were free to work at their homes also. However at the end of the day they delivered Bidis rolled by them to the employer. Can they be termed as "workers" under Factories Act. Is it come under the incidental and connected with manufacturing process.
20. Parvathy a woman employee of a factory had availed maternity leave dies during the fourth week of her leave. However her husband Syam claims maternity benefits for the entire term that Parvathy would have entitled to, if she had been alive. Advise Syam.

(4 × 6 = 24 Marks)

PART – D

Answer any **two** questions. **Each** question carries **12** marks.

21. Give a brief account of the growth and development of social security legislation in India.
22. Examine the measures in the Factories Act for ensuring the health, safety and welfare of workers in factories.
23. Explain in detail the coverage, qualifying conditions and the rate and duration of Maternity benefit payable under Maternity Benefit Act.

(2 × 12 = 24 Marks)