

Reg. No. :

Name :

**Ninth Semester B.A. LL.B./B.Com. LL.B/B.B.A. LL.B. (5 Year Integrated)
Degree Examination, December 2024**

Paper III – LABOUR AND INDUSTRIAL LAW – II

(2011-2019 Admission)

Time : 3 Hours

Max. Marks : 80

SECTION – A

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

1. Gratuity
2. Employees Provident Fund Scheme
3. Deferred wages
4. Occupational disease
5. Workers facilitation centre
6. Available surplus formula
7. Minimum wages

(5 × 2 = 10 Marks)

SECTION – B

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

1. Discuss the provisions related to liability of employers to pay bonus.
2. Examine the powers of the Workmen's Compensation Commissioner.

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3. Explain the administration of the ESI Scheme.
4. How far have labour legislations been successful in ensuring social security in India?
5. Explain the provisions regarding authorities under the Factories Act and their powers.

(4 × 4 = 16 Marks)

SECTION – C

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

1. In a matter concerning payment of minimum wages, the employer puts up a defence stating that minimum wages were not provided because the employer did not have the financial capacity to do so. Decide the validity of such a defence.
2. The Court while deciding a matter needs to get clarity on whether the amount of retrenchment compensation payable to the employees under section 25F(b) of the Industrial Disputes Act, 1947 could be treated as wages under the Payment of Wages Act, 1936. Decide.
3. A woman employee who was on the muster roll on daily wage basis claims the benefit of Maternity Benefit Act. Discuss.
4. An adopted son wishes to claim compensation under the Employees' Compensation Act. Discuss.
5. After the accident, an employee fails to give notice to the employer for compensation under the Employees' Compensation Act on the ground that the employer had knowledge of the accident from another source at or about the time when it occurred. Decide whether want of notice will obstruct the entertainment of the claim.

(4 × 6 = 24 Marks)

SECTION – D

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

1. Examine the constitutional framework regarding labour rights in India.
2. Analyse the legislative steps to ensure social security of unorganised workers.
3. How far have amendments to Maternity Benefit Act been successful in ensuring social security to women in India?
4. Discuss the provisions related to welfare of workers under the Factories Act.

(3 × 10 = 30 Marks)