

(Pages : 3)

W – 3975

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
(2020 Admission Onwards)**

Time : 3 Hours

Max. Marks : 80

SECTION – A

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

1. Gratuity
2. Working hours of children in factories
3. Deferred wage
4. Social security
5. Workers facilitation centre
6. Nursing break
7. Temporary Disablement Benefit
8. Gig Workers

(6 × 2 = 12 Marks)

P.T.O.

SECTION – B

Explain any **four** of the following in not exceeding **150** words each. Each question carries **5** marks.

9. Examine the constitution of Medical Benefit Council under the ESI act.
10. Examine the duties of occupier under the Factories Act.
11. How is minimum wage rate fixed under the Minimum Wages Act?
12. Write short note on permissible deductions under the Code on Wages 2019.
13. What are the Social Security Benefits under the Social Security Code, 2020?
14. Describe Full Bench Formula.

(4 × 5 = 20 Marks)

SECTION – C

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

15. A clerk of water authority suffered heart attack and died after returning from election duty for the last few days. Can his wife claim compensation under the Workmen's Compensation Act?
16. An employer deducts fine from wages of an employee without informing him. Advise the employee.
17. An employer refuses to provide bonus to an employee who wilfully engages in illegal strikes and causes untoward incidents in the establishment and is also dismissed from service. Discuss.
18. Santosh is a plumber and the employer compelled him to work from 8.30 am to 9.30 pm without being paid the overtime wages. Discuss the remedy available to Santhosh.
19. An employer of XYZ factory had provided goggles for workers but one of employee named Rajeev suffered eye injury without using the goggles and claim compensation. Decide.

(4 × 6 = 24 Marks)

SECTION – D

Explain any **two** of the following. Each question carries **12** marks.

20. Explain in detail the welfare measures provided under the Factories Act.
21. Explain in detail how working days are computed for payment of bonus under the Payment of Bonus act.
22. Describe the main features of the Employment Provident Fund Act and also elaborate its limitations.

(2 × 12 = 24 Marks)

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