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Candidate's Seat No : _____

Integ. LLB Sem.-5 Examination

ILBA/BCom/BBA 305

Labour Law - II

January-2024

Time : 2-30 Hours]

[Max. Marks : 70

SR NO	QUESTIONS	MARKS
Q.1	Discuss the Object, applicability and salient features of the Payment of Bonus Act, 1965	18
	OR	
Q.1 A	Discuss the Salient features of the Employees Compensation Act, 1923	10
Q.1 B	Explain the Object, applicability and salient features of the Minimum Wages Act, 1948	08
Q.2	Discuss the object, applicability and benefits under the Maternity Benefit Act, 1961	18
	OR	
Q.2 A	Discuss the rights and duties of workers under the Factories Act, 1948	10
Q.2 B	Discuss provisions related to working hours for workers and annual leaves with wages under the Factories Act, 1948	08
Q.3	Explain the Authorized and Unauthorized deductions under the Payment of Wages Act, 1936	18
	OR	
Q.3 A	Discuss the object, applicability and salient features of the Payment of Gratuity Act, 1972	10
Q.3 B	Explain the remedy to recover unpaid, less paid wages, Bonus, Gratuity under the Labour Laws	08

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Q.4 A	<p>Short Notes (Any three)</p> <p>a. Exemptions under the Payment of Bonus Act, 1965</p> <p>b. Duties of Occupier under the Factories Act, 1948</p> <p>c. Enlist the Safety related provisions under the Factories Act, 1948</p> <p>d. Calculation of Compensation for worker having acquired Permanent Disability under the Employees Compensation Act, 1923</p> <p>e. Powers of Inspector under the Factories Act, 1948</p>	10
Q.4 B	<p>Answer the following</p> <p>1. Is it true that the Payment of Gratuity Act, 1972 is applicable to workers working in Unorganized Sector?</p> <p>a. No</p> <p>b. Yes</p> <p>2. The Payment of Bonus Act, 1965 is applicable to workers drawing wages up to</p> <p>a. Rs.24000/</p> <p>b. Rs.34000/</p> <p>c. Rs.50000/</p> <p>d. None of the above</p> <p>3. The Employees state Insurance Act, 1948 is applicable to workers drawing wages up to</p> <p>a. Rs.22000/</p> <p>b. Rs.24000/</p> <p>c. Rs.50000/</p> <p>d. None of the above</p> <p>4. The person who is ultimate responsible for compliance of provisions of the Factories Act, 1948 is termed as</p> <p>a. Managing Director</p> <p>b. Administrative Head</p> <p>c. Occupier</p> <p>d. None of the above</p>	06

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	<p>5. The provisions of the Maternity Benefits Act, 1961 is applicable to establishments employing more than;</p> <ul style="list-style-type: none">a. 50 employeesb. 500 employeesc. 1000 employeesd. None of the above <p>6. The criminal cases for violation of the provisions of the Payment of Bonus Act, 1965 are filed in</p> <ul style="list-style-type: none">a. Civil Courtb. High Courtc. Family Courtd. JMFC	
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