

**Integ. LLB Semester-5 Examination****IL B.Com/BBA-305****Labour Law-II****March-2024****Time : 2-30 Hours]****[Max. Marks : 70]**

**Q-1** What do you mean by "Unauthorised deductions"? Explain the remedies provided for "Unauthorised deductions" under the Payment of Wages Act, 1936. [18]

**OR**

**Q-1(A)** Explain the meaning of "Wage" and discuss in brief what are authorized and unauthorized deductions from wages under the Payment of Wages Act, 1936. [10]

**(B)** Discuss the salient features of Minimum Wages Act, 1948. [08]

**Q-2** What do you mean by "Bonus"? What is the criteria for paying bonus? Explain the minimum percentage of bonus paid to an employee under the Payment of Bonus Act, 1965 [18]

**OR**

**Q.2 (A)** Discuss the salient features of the Employees State Insurance Act, 1948. [10]

**(B)** Explain the scope and objective of The Maternity Benefit Act, 1961. [08]

**Q-3** Explain in detail measures to be taken in Factories for health and welfare of workers under the Factories Act, 1948. [18]

**OR**

**Q-3 (A)** Explain the provisions relating to employment of young persons under the Factories Act, 1948. [10]

**(B)** Discuss the important feature of The Factories Act, 1948. [08]

**Q-4 (A)** Short notes (Write any Two)

[10]

1. Working hours of adult under The Factories Act, 1948
2. Historical background of the Payment of wages Act, 1936
3. Qualifications and Disqualifications for bonus under the Payment of Bonus Act, 1965
4. Liability of the employer to pay compensation under the Workmen's Compensation Act, 1923.

**(B)** Multiple choice questions (Attempt all)

[06]

1. According to section 8(4) of the Factories Act, 1948, every District Magistrate is an ..... For his district for the purpose of the Factories Act.
  - a. Occupier
  - b. Inspector
  - c. Arbitrator
  - d. None of the above

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2. Adolescent under the Factories Act, 1948 means a person who has completed his.....year of age but has not completed his eighteenth year.

- Fifteenth
- Fourteenth
- Tenth
- None of the above

3. Which of the following is not a feature of the Minimum Wages Act, 1936

- Provision for fixing minimum rates of wages
- Coverage of only skilled labourers
- Enforcement of minimum wages through penalties
- Establishment of advisory boards

4. Under the Payment of Gratuity Act, 1972, an employee becomes eligible for gratuity after completing how many years of continuous service.

- 3 years
- 5 years
- 7 years
- 10 years

5. What is the maximum period of maternity leave entitled to a woman under the Maternity Benefit Act, 1961.

- 16 weeks
- 12 weeks
- 20 weeks
- 24 weeks

6. According to the Payment of Bonus Act, 1965, which of the following organizations is not covered under the act.

- Factory
- Mine
- Educational institution
- Plantation

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