



Seat No. : \_\_\_\_\_

**NJ-111**

November-2025

**Integrated BBA, LLB., Sem.-V**

**IL-305 : Labour Law-II**

**Time : 2:30 Hours]**

**[Max. Marks : 70**

1. Discuss the Authorized and Unauthorized deductions under the Payment of Wages Act, 1936. **18**

**OR**

1. (A) Discuss the Salient features of payment of Gratuity Act, 1936. **10**

1. (B) Explain the applicability and Minimum Bonus and Maximum Bonus payable under the Payment of Bonus Act, 1965. **8**

2. Discuss the provisions related to Health and welfare of the workers at factory under Factories Act, 1948. **18**

**OR**

2. (A) Discuss provisions related to safety of workers under the Factories Act, 1948. **10**

2. (B) Discuss provisions related to claim of Unpaid wages. **8**

3. Discuss the object, applicability, Honourable Supreme Court's Judgments related for the fixation of minimum rates of wages under the provisions of the Minimum Wages Act, 1948. **18**

**OR**

3. (A) Discuss the object, applicability and salient features of the Maternity Benefit Act. **10**

3. (B) Explain salient features of Employee Insurance Act. **8**

4. (A) Short notes : (Any two) **10**

(1) Exemptions under the Payment of Bonus Act, 1965.

(2) Duties of Occupier under the Factories Act, 1948.

(3) Calculation of Compensation due to death of the worker under the Employees Compensation Act, 1923.

(4) Over time and Annual leaves.

4. (B) Answer the following :

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- (1) The Payment of Bonus Act, 1965 is applicable to worker working at local grocery shop at Junagadh ? – Yes/No
  - (2) The remedies under Payment of Wages Act, 1936 can be claimed by worker having wages up to \_\_\_\_\_.
  - (3) The Employees State Insurance Act, 1948 is applicable to Government organisations only – True/False.
  - (4) Who is manager under Payment of Wages Act ?
  - (5) The provisions of the Crèches is mandatory in Factories registered under Factories Act, 1948 employing \_\_\_\_\_ employees.
  - (6) The criminal cases for violation of the provisions of the Payment of Bonus Act, 1965 are filed in – Civil Court/ JMFC.
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