

**Int LLB Sem.-5 Examination****ILBCom/BBA-305****Labour Law - II****April-2025****Time : 2-30 Hours]****[Max. Marks : 70**

Q-1 Define "Wages". Explain in detail the deductions which may be made from wages under the Payment of Wages Act, 1936. [18]

OR

Q-1 (A) Explain various responsibilities and liabilities of employer for payment of wages under the Payment of Wages Act, 1936. [10]

(B) Discuss the salient features and benefits provided under the Employees' Pension Scheme, 1995. [08]

Q-2 Define "Bonus". Discuss the provisions related to "minimum bonus" and "maximum bonus" with reference to the Payment of Bonus Act, 1965 along with relevant case laws. [18]

OR

Q-2 (A) Explain in detail the qualifications and disqualifications for receiving bonus under the Payment of Bonus Act, 1965. [10]

(B) Discuss the provisions relating to fixation and determination of minimum wages under the Minimum Wages Act, 1948. [08]

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

OR

Q-3 (A) Explain in brief the Special provisions relating to Hazardous Process under the Factories Act, 1948. [10]

(B) Describe the maternity provisions of the Employees State Insurance Act of 1948 and the Maternity Benefit Act of 1961. [08]

Q-4 (A) Short notes (Write any Two) [10]

1. Objectives and scope of Employees State Insurance Act, 1948
2. Salient features of Minimum Wages Act, 1948
3. Definition of Adult, Adolescent, Child and Young person as per The Factories Act, 1948
4. Formula for calculation of Gratuity

(P.T.O)

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(B) Objectives (Attempt all)

[06]

1. Section 41-G of the Factories Act, 1948 says about:
  - A. Fencing of machineries
  - B. Facing of machineries
  - C. Work on near machinery in motion
  - D. Workers participation in safety management
  
2. What is the main objective of the Payment of Wages Act, 1936.
  - A. To fix minimum wages
  - B. To regulate working hours
  - C. To ensure timely payment of wages without unauthorized deductions
  - D. To provide social security to employees

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3. What is the main objective of the Employees' Provident Fund Act, 1952.
  - A. To provide health insurance to employees
  - B. To ensure retirement savings for employees
  - C. To provide educational loans
  - D. To regulate working conditions
4. Define 'allocable surplus' under the Payment of Bonus Act.
5. Name any two welfare facilities mandated under the Factories Act.
6. What types of injuries are covered under the Workmen's Compensation Act, 1923