

Seat No. : _____

NH-108

November-2018

Integrated LL.B., Sem.-V

IL 305 : Labour Laws - II

Time : 2:30 Hours]

[Max. Marks : 70

- Instructions :** (1) Answer **all** the questions.
(2) Figures to the right in bracket indicate marks for each question.

1. Discuss the measures to be taken in factories for Health and Welfare of workers under the Factories Act, 1948. **18**

OR

 - (a) Define 'Occupational disease' and discuss the Medical Methods for its prevention. **10**
 - (b) Authorities under the Factories Act. **8**
2. Explain the Employees State Insurance Scheme (ESI) and various benefits to the employees under the Employees State Insurance Act, 1946. **18**

OR

 - (a) Define 'Disablement' and types of Disablement under the Workmen's Compensation Act. **10**
 - (b) Explain Doctrine of 'Added Peril' with case law. **8**
3. Define 'Wages' and discuss in detail the liabilities of the Employer for the payment of wages under Payment of Wages Act, 1936. **18**

OR

 - (a) Authorized deduction under the Payment of Wages Act, 1936. **10**
 - (b) Define 'Bonus' and state the qualification and disqualification for bonus. **8**
4. (A) Write short notes on the following : (Attempt any **two**) **10**
 - (a) Manufacturing Process
 - (b) Inspectors of Factory
 - (c) Gratuity
 - (d) Minimum and Maximum Bonus

(B) Choose the correct answer : (Attempt Any **three**)

6

- (1) The first Factories Act was enacted in
 - (a) 1881
 - (b) 1895
 - (c) 1897
 - (d) 1885

- (2) Canteen is to be provided if engaging employees more than _____ persons.
 - (a) 230
 - (b) 250
 - (c) 300
 - (d) 275

- (3) Leave with wages is allowed to employees if they work for _____ days in a month.
 - (a) 15
 - (b) 25
 - (c) 20
 - (d) 28

- (4) Creche is to be provided if _____ or more women employees are engaged.
 - (a) 25
 - (b) 32
 - (c) 40
 - (d) 30

- (5) When did the Factories Act, 1948 come into force ?
 - (a) 1949
 - (b) 1948
 - (c) 1947
 - (d) 1881

- (6) What is the maximum wage period for the payment of wages ?
 - (a) 40 days
 - (b) 1 month
 - (c) 45 days
 - (d) 60 days
