

END TERM EXAMINATION

EIGHTH SEMESTER [LLB] JUNE 2024

Paper Code: LLB-404

Subject: Labour Law-II

Time: 3 Hours

Maximum Marks: 75

Note: Attempt five questions in all including Q.No.1 of Part A which is compulsory. Select one question from each unit of Part B.

PART-A

Q1 Write short notes on the following:

(5x5=25)

- a) Need based minimum wages.
- b) Fixation of wage period
- c) Manufacturing process
- d) Doctrine of added peril
- e) Occupational Disease

PART-B

UNIT-I

Q2 Discuss Constitutional validity of minimum wages Act, 1948 along with decided case laws. To what extent it is relevant after Covid 19- Give your opinion. (12.5)

OR

Q3 What criteria adopted for fixing minimum wages? Explain claims and procedure adopted for deciding claims. (12.5)

UNIT-II

Q4 Define 'Wage' given under The Payment of Wages Act, 1936. Whose is responsible to pay the wages under the Act? (12.5)

OR

Q5 Discuss 'Deduction' and grounds for valid deductions given under the Payment of Wages Act, 1936. (12.5)

UNIT-III

Q6 Discuss position of 'Occupier' and his duties under Factories Act, 1948. (12.5)

OR

Q7 Discuss provisions relating to "Employment of young person and children under the Factory Act, 1948. What kind of measures to be taken in factories for welfare of workers? (12.5)

UNIT-IV

Q8 Elaborate "Employer's liability to pay compensation under the workmen compensation Act, 1923 along with case laws. Point out difference between 'Permanent total disablement' and 'Partial total disablement' (12.5)

OR

Q9 Explain the following: (2x6.25=12.5)

- a) Doctrine of notional extension under Employee's Compensation Act, 1923
- b) Definition of Dependent under Employees Compensation Act, 1923

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END TERM EXAMINATION

EIGHTH SEMESTER [LLB] JULY-2023

Paper Code: LLB-404

Subject: Labour Law-II

Time: 3 Hours

Maximum Marks: 75

Note: Attempt all questions as directed. Internal Choice is indicated.

PART-A

- Q1 Write notes on: [5x5=25]
- (a) Concept of fair wages under Minimum Wages Act 1948.
 - (b) Concept of factory under Factories Act 1948.
 - (c) Concept of Wages under Payment of Wages Act 1936.
 - (d) Concept of partial disablement as per Employee Compensation Act 1923.
 - (e) What are the doctrine of Notional Extension?

PART-B

UNIT-I

- Q2 Discuss the concept of minimum wages and the need based minimum wages under Minimum Wages Act 1948. Elaborate the constitutional validity of the Act with the help of case law. (12.5)

OR

- Q3 Elaborate the procedure for fixation and revision of minimum wages. Discuss the procedure for hearing and deciding claims related to minimum wages under the Minimum Wages Act 1948. (12.5)

UNIT-II

- Q4 What is the object and purpose of the Payment of Wages Act 1936? How wages are defined and wages period are fixed? (12.5)

OR

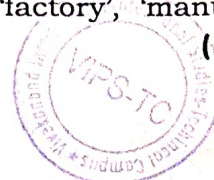
- Q5 Discuss the procedural requirement for fixing the time of payment under the Payment of Wages Act 1936? What nature of deduction from the payment of wages are allowed under the Act and what is the minimum amount allowed to be deducted from wages? (12.5)

UNIT-III

- Q6 What are the procedural requirements for establishing factories as per the Factory Act 1948? How the concept of 'factory', 'manufacturing process', 'workers' are defined? (12.5)

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OR

- Q7 As per the Factories Act 1948, what measures are required to be taken in factory for health, safety and welfare of women workers? (12.5)

UNIT-IV

- Q8 How compensation for the employee is to be decided who met with an accident outside the premises of Factory during the course of employment under Employee Compensation Act 1923? Provide answer with case laws on the issue. (12.5)

OR

- Q9 How amount of compensation is decided and distributed under the Employee Compensation Act, 1923? In what circumstances the employer is not liable to pay any compensation? (12.5)

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END TERM EXAMINATION

EIGHTH SEMESTER [LLB] NOVEMBER 2020

Paper Code: LLB-404

(2014 Batch onwards)

Subject: Labour Law-II

Time: 2 Hours

Maximum Marks: 75

Note: Attempt any three questions. All questions carry equal marks.

Q1 Write short note on the following:-

- (a) Discuss the concept of "fair wages" under the Minimum Wages Act, 1984.
- (b) Explain the concept of wages under the Payment of Wages Act, 1936.
- (c) Discuss the concept of annual leave with wages under the Factories Act, 1948.
- (d) Explain the concept of notional extension of employment under the Employees' Compensation Act, 1923.

Q2 Critically evaluate the factors to be taken into consideration while fixing the rate of wages under the Minimum Wages Act, 1948. Also discuss the judicial approach to the issue of fixing minimum wages.

Q3 Discuss the prescribed procedure and its rationality of fixing and revising minimum wages under the Minimum Wages Act, 1948.

Q4 Explain the obligations of employer and rights of the employee under the Payment of Wages Act, 1936.

Q5 Elaborate on the time of wages and deductions from the wages of employee by the employer allowed under the Payment of Wages act, 1936.

Q6 Elaborate the concept of Factory. Discuss the rules regarding the approval, licensing and registration of factories under the Factories Act, 1948?

Q7 Discuss the employability of the young children and women in the factories. What kinds of safeguards are needed to be taken into consideration if any, under the Factories Act.

Q8 Discuss the meaning of accident and its consequences on employer as per the Employee's Compensation Act, 1923. In what cases the employer is not liable to pay any compensation to the employee.

Q9 Discuss the concept of permanent total disablement and permanent partial disablement. What is the amount of compensation provided in the above category of cases.

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END TERM EXAMINATION

EIGHTH SEMESTER [LLB] NOVEMBER 2020

Paper Code: LLB-408

Subject: Labour Law-II

(Upto-2013 Batch)

Time: 2 Hours

Maximum Marks: 70

Note: Attempt any three questions. All questions carry equal marks.

- Q1 Write short notes on the following:
- (a) Concept of fair wages under Minimum Wages Act, 1948.
 - (b) Concept of Wage under Payment of Wages Act, 1936.
 - (c) Concept of partial disablement under Workmen's Compensation Act, 1923.
 - (d) Concept of Workman under Workmen's Compensation Act, 1923.
 - (e) Concept of Factory under Factories Act, 1948.
- Q2 Critically examine the concept of minimum wages and the procedure for fixation and revision of Minimum Wages Act, 1948.
- Q3 Discuss the rationale of classification of various kinds of wages under Minimum Wages Act, 1948. What are the procedure for hearing and deciding the claims regarding wages prescribed in the Act.
- Q4 What are the deductions which may be made from wages as per the Payment of Wages Act, 1936? What is the maximum amount of deduction allowed?
- Q5 Discuss the scope of compensation to the workman due to accident occurring arising out and during the course of employment as per the Workmen's Compensation Act, 1923.
- Q6 Elaborate on the situation with the important remarkable case laws on the issue that when employer is not liable under the Workmen's Compensation Act, 1923.
- Q7 Explain the concept of "factory" & "manufacturing process" under the Factories Act, 1948. What are the duties of occupier in a Factory?
- Q8 What are the working hours of the adults, young children and women employees as per the Factories Act, 1948. Explain the conditions for the annual leaves with wages.

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END TERM EXAMINATION

EIGHTH SEMESTER [LLB] APRIL - MAY 2019

Paper Code: LLB-404

Subject: Labour Law-II

(Batch 2014 Onwards)

Time: 3 Hours

Maximum Marks: 75

Note: Attempt five questions in all including Q no. 1 of Part A which is compulsory. Select one question from each unit of Part B.

PART-A

- Q1 Write short notes on the following:- (5x5=25)
- (a) Difference between Minimum Wages and Living Wages.
 - (b) Provisions of employment of young persons and children under the Factories Act, 1948.
 - (c) Explain 'Dependents' under the Employees' Compensation Act, 1923.
 - (d) Concept of Employees Provident Fund under (EPF and MP Act, 1952)
 - (e) Discuss various Social Securities given to Unorganized Sector given by Government of India.

PART-B

UNIT-I

- Q2 Elaborate the procedure for hearing and deciding the claim of minimum wages claimed by the workmen under the Minimum wages Act with the recent case laws? (12)

OR

- Q3 Describe the procedure for fixation and revision of minimum Wages under the Minimum Wages Act, 1948? (12)

UNIT-II

- Q4 Who are responsible for making the payment of wages and if not given on time then what are the remedies available to the workmen under the Payment of Wages Act? (12)

OR

- Q5 What is deduction? Explain the deduction for recovery of losses, deduction absence from court and deduction by order of Court? (12)

UNIT-III

- Q6 Enumerate the duties of Occupier and provisions regulating employment of women in factory under the Factories Act, 1948. (12)

OR

- Q7 Discuss the measures to be taken in factories with regard to 'Health and Welfare of Workers' under the Factories Act. (12)

UNIT-IV

- Q8 Elaborate the concept of 'Partial and Total disablement' with the help of amount of compensation given under the Workmen's Compensation Act with important cases laws? (12)

OR

- Q9 Explain the history and importance of Employees' Compensation Act and also explain when employer is not liable to pay the compensation to the employees. (12)

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END TERM EXAMINATION

EIGHTH SEMESTER [LLB] MAY-JUNE 2018

Paper Code: LLB-404

Subject: Labour Law-II

(Batch 2014 Onwards)

Time: 3 Hours

Maximum Marks: 75

Note: Attempt five questions in all including Q no.1 of Part A which is compulsory. Select one question from each unit of Part B.

PART-A

- Q1 Write short notes on the following:- (5x5=25)
- (a) Define 'Factory' and 'Manufacturing Process' under Factories Act, 1948.
 - (b) Explain 'Employees State Insurance Fund' under the ESI Act, 1948.
 - (c) Doctrine of 'Notional Extension' under Employees' Compensation Act.
 - (d) Concept of 'Wages' under Minimum Wages Act, 1948.
 - (e) Enumerate the 'Employees' Pension Scheme' under the (EPF&MP) Act,

PART-B

UNIT-I

- Q2 Discuss the Constitutional validity of Minimum Wage and explain the procedure for Fixation of Minimum Wages? (12.5)
- Q3 Explain the concept of Minimum wages with relevant case laws under the Minimum Wages Act 1948? (12.5)

UNIT-II

- Q4 Define the object of Payment of Wages Act and also discuss authorized deductions under this Act? (12.5)
- Q5 Explain the power and function of 'Inspector' under the Payment of Wages Act? (12.5)

UNIT-III

- Q6 Elaborate the prescribed modes for the assessment of compensations under the Workmen's Compensation Act, 1923. What are the conditions to be fulfilled to file an appeal from the order of the commissioner under the act? (12.5)
- Q7 Critically analyze the term 'arising out of and in the course of employment' with relevant principles and important case laws under the Workmen's Compensation Act? (12.5)

UNIT-IV

- Q8 Discuss the measures to be taken in factories with regard to 'Safety and working hours of the workers under the Factories Act, 1948. (12.5)
- Q9 (a) Explain various 'Benefits' to the dependents of the insured person under Employees' State Insurance Act, 1948. (6.5)
- (b) What is the object and importance of Employees' Provident Fund and write the contributions and matters which are provided in the Schemes? (6)

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END TERM EXAMINATION

EIGHTH SEMESTER [LLB] MAY-2017

Paper Code: LLB-404

Subject: Labour Law-II

Time: 3 Hours

Maximum Marks: 75

Note: Attempt any five questions including Q.No 1 of Part A which is compulsory. Select one question from each unit of Part B.

PART-A

- Q1 Write short notes on the following: (5x5=25)
- (a) Workman under Workmen's Compensation Act, 1923.
 - (b) Object of Payment of wages Act, 1936.
 - (c) Concept of Factory under Factories Act, 1948.
 - (d) Fair wage' under the Minimum Wages Act, 1948.
 - (e) Distinguish between worker's & occupier under the Factories Act, 1948.

PART-B

UNIT-I

- Q2 Explain the scope of 'arising out of in the course of employment' under Workmen's Compensation Act, 1923, where liability of the employer may arise to pay compensation. Discuss with reference to decided cases on the subject. (12.5)
- Q3 What do you mean by disablement? When does the employer's liability arise to pay compensation? (12.5)

UNIT-II

- Q4 Whether the employer is bound to pay minimum wages inspite of heavy loss in industry? What are the components of wages under sec 4 of the minimum wages Act, 1948? (12.5)
- Q5 Discuss the constitutional validity of the Minimum Wages Act-1948. (12.5)

UNIT-III

- Q6 Discuss the provisions relating to authorized deductions under the payment of wages Act, 1936. (12.5)
- Q7 Define 'Wage' under the Act and explain the responsibility for payment of wages. (12.5)

UNIT-IV

- Q8 Discuss the measures to be taken in factories for the welfare of workers. (12.5)
- Q9 Explain the provisions related to employment of young person & children under Factories Act, 1948. (12.5)

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END TERM EXAMINATION

EIGHTH SEMESTER [LLB] MAY-2017

Paper Code: LLB-404

Subject: Labour Law-II

Time: 3 Hours

Maximum Marks: 75

Note: Attempt any five questions including Q.No 1 of Part A which is compulsory. Select one question from each unit of Part B.

PART-A

- Q1 Write short notes on the following: (5x5=25)
- (a) Workman under Workmen's Compensation Act, 1923.
 - (b) Object of Payment of wages Act, 1936.
 - (c) Concept of Factory under Factories Act, 1948.
 - (d) Fair wage' under the Minimum Wages Act, 1948.
 - (e) Distinguish between worker's & occupier under the Factories Act, 1948.

PART-B

UNIT-I

- Q2 Explain the scope of 'arising out of in the course of employment' under Workmen's Compensation Act, 1923, where liability of the employer may arise to pay compensation. Discuss with reference to decided cases on the subject. (12.5)
- Q3 What do you mean by disablement? When does the employer's liability arise to pay compensation? (12.5)

UNIT-II

- Q4 Whether the employer is bound to pay minimum wages inspite of heavy loss in industry? What are the components of wages under sec 4 of the minimum wages Act, 1948? (12.5)
- Q5 Discuss the constitutional validity of the Minimum Wages Act-1948. (12.5)

UNIT-III

- Q6 Discuss the provisions relating to authorized deductions under the payment of wages Act, 1936. (12.5)
- Q7 Define 'Wage' under the Act and explain the responsibility for payment of wages. (12.5)

UNIT-IV

- Q8 Discuss the measures to be taken in factories for the welfare of workers. (12.5)
- Q9 Explain the provisions related to employment of young person & children under Factories Act, 1948. (12.5)

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END TERM EXAMINATION

EIGHTH SEMESTER [LLB] MAY-JUNE-2015

Paper Code: LLB404

Subject: Labour Law-II

Time: 3 Hours

Maximum Marks: 75

Note: Attempt any five questions including Q no.1 of Part A which is compulsory. Select one question from each unit of Part B.

PART-A

- Q1 Write short notes on the following:- (5x5=25)
- (a) "Permanent Disablement" under the workmen's compensation Act, 1923.
 - (b) "Occupier" under the Factories Act, 1948
 - (c) Doctrine of national extension.
 - (d) Prohibition regarding the employment of women and children in factory.
 - (e) Distinguish between fair wage, living wage and minimum wages.

PART-B

UNIT-I

- Q2 Explain Constitutional validity of Minimum Wages Act, 1948 with the help of decided case laws? (12.5)
- Q3 Discuss the procedure given for Fixation and revision of minimum wages under the Minimum Wages Act, 1948s. (12.5)

UNIT-II

- Q4 Discuss objects and salient features of the payment of Wages Act, 1936. (12.5)
- Q5 Discuss the provisions relating to authorized deductions under the payment of Wages Act, 1936. (12.5)

UNIT-III

- Q6 Discuss the provisions relating to amount of Compensation and procedure for distribution of compensation under the Workmen's Compensation Act, 1923. (12.5)
- Q7 Discuss the provisions relating to appointment, powers and jurisdiction of Workmen compensation commissioner under the workmen's Compensation Act, 1923. (12.5)

UNIT-IV

- Q8 Discuss the measures to be taken in Factories for welfare of workers under the Factories Act, 1948. (12.5)
- Q9 Explain the provisions regulating "Employment of women" in factory under the factories Act, 1948. (12.5)

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END TERM EXAMINATION

EIGHT SEMESTER [LLB] MAY-JUNE 2014

Register Code: LLB-404

Subject: Labour Law-II

Time: 3 Hours

Maximum Marks: 75

Note: Attempt any five questions, including Part-A which is compulsory.
Attempt one question in each Unit from Part-B.

Part-A

- Q1 Explain:- (5x5=25)
- (a) "Temporary Disablement" under the Workmen's Compensation Act, 1923.
 - (b) 'Wage' under the Payment of Wages Act, 1936.
 - (c) Define "Factory" under the Factories Act, 1948.
 - (d) "Minimum Wage" under the Minimum Wages Act, 1948.
 - (e) Doctrine of Notional extension.

Part-B

Unit-I

- Q2 Define and explain "dependent" under the Workmen's Compensation Act, 1923. (12.5)
- Q3 Discuss the provisions relating to appointment, power and jurisdiction of Workmen Compensation Commissioner under the Workmen's Compensation Act, 1923. (12.5)

Unit-II

- Q4 Whether the employer is bound to pay minimum wages inspite of heavy loss in the industry? What are the components of wages under section-4 of the Minimum Wages Act, 1948? (12.5)
- Q5 Explain "Fair Wage" under the Minimum Wages Act, 1948. What principles have been laid down by the Supreme Court for determining "minimum wage" and "need based wage"? (12.5)

Unit-III

- Q6 Discuss the provisions relating to authorized deductions under the payment of wages Act, 1936. (12.5)
- Q7 Discuss the object and salient features of the Payment of Wages Act, 1936. (12.5)

Unit-IV

- Q8 Explain the concept 'Occupier' and general duties of occupier as defined under the Factories Act, 1948. (12.5)
- Q9 Discuss the measures to be taken in factories for safety of workers under the Factories Act, 1948. (12.5)

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END TERM EXAMINATION

EIGHTH SEMESTER (LLB) MAY-JUNE 2012

Paper Code: LLB404

Subject: Labour Law-II
(Batch: 2005-2008)

Time : 3 Hours

Maximum Marks : 75

Note: Part-A is compulsory. Attempt one question from each unit in part-B.

PART-A

Q1 Write short answers of the following. Refer decided cases:-

(5x5=25)

- (a) Employment of young person
- (b) Distinguish between minimum wage and fair wage.
- (c) Disablement under Workmen's Compensation Act.
- (d) Wages under the Payment of Wages Act.
- (e) Doctrine of national extension.

PART-B

(12.5x4=50)

UNIT-I

Q2 Whether the employer is bound to pay minimum wages inspite of heavy loss in the industry. Discuss with relevant case law.

OR

Q3 Explain Industry cum region formula for wage fixation with the help of case law.

UNIT-II

Q4 Discuss the object and salient features of the Payment of wages Act, 1936

OR

Q5 Discuss the authorized deductions from wages under the Payment of Wages Act, 1936.

UNIT-III

Q6 Explain with the help of decided cases meaning of the phrase, 'accident arising out of and in the course of employment', under Workman Compensation Act, 1923.

OR

Q7 Explain the following:-

- (a) Non liability of the employee under workman Compensation Act, 1923.
- (b) Workman under the Workmen's Compensation Act, 1923.

UNIT-IV

Q8 Explain the following under the Factories Act, 1948:-

- (a) Concept of Factory
- (b) 'Occupier' or 'manufacturing process'.

OR

Q9 The key note of the Factories Act, 1948 is 'Safety first and Safety last'. Discuss.
