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Reg. No.....

Name.....

**FIVE YEAR B.A., LL.B./B.B.A., LL.B./B.Com., LL.B. (HONOURS) DEGREE  
EXAMINATION, MARCH 2025**

**Seventh Semester**

**F.L. 19—LABOUR AND INDUSTRIAL LAW—II**

(2021 Admissions—Regular/2018 to 2020 Admissions—Supplementary)

Time : Three Hours

Maximum : 75 Marks

**Part A**

*Write short notes on any five of the following.*

*Each question carries 3 marks.*

1. Doctrine of 'notional extension'.
2. Compensation in the case of 'occupational diseases.'
3. Extended Sickness Benefit.
4. Concepts of 'living wage' and 'fair wage'.
5. Eligibility and disqualification for Bonus.
6. Employees Deposit Linked Insurance Scheme (EDLI).

(5 × 3 = 15 marks)

**Part B**

*Answer any three of the following problems.*

*Each question carries 10 marks.*

7. A factory worker, during his shift, sustained serious injuries due to an equipment malfunction. It was later found that the worker had not adhered to the safety protocols and was not wearing the mandatory protective equipment. Examine, in light of statutory provisions, whether the employer is liable to pay compensation ?
8. 'P' is the owner of a cinema theatre which is an establishment covered under the ESI Act. The parking place and canteen of the theatre have been leased out to two persons, 'A' and 'B'. 'P' is paying contributions in respect of employees working in the theatre, but he excluded the employees of 'A' and 'B'. ESI Corporation initiated proceedings against 'P' for recovery of the contribution in respect of the employees of 'A' and 'B'. 'P' contends that the employees of 'A' and 'B' are not his employees. Decide.

**Turn over**

9. 'A' was hired as a full-time employee in a factory and was paid a wage lower than the statutory minimum wage. Despite repeatedly requesting the minimum wage, the employer refused, citing an agreement signed by 'A' at the time of hiring that stipulated a lower wage due to the company's financial difficulties. 'A' challenges this wage arrangement in court. Decide referring to relevant statutory provisions and case laws.
10. Mr. 'X', an employee of ABC Ltd., had his services terminated for negligence leading to losses for the Company. Is he eligible for payment of gratuity under the relevant statutory provisions ?

(3 × 10 = 30 marks)

### Part C

*Answer any two of the following questions.*

*Each question carries 15 marks.*

11. Discuss the different approaches towards the concept of 'social security'. Critically analyze the specific social welfare legislations pertaining to unorganized working sector in India.
12. Discuss in detail the statutory provisions relating to employer's liability for payment of compensation to employees or their dependents in case of accidents "arising out of and in the course of employment" with the help of judicial decisions.
13. Explain the various benefits assured to an insured person under the ESI Scheme. What are the purposes for which the Employees' State Insurance Fund could be spent ? What is the procedure for adjudication of disputes and claims under the ESI Scheme ?

(2 × 15 = 30 marks)