

26800443

(Pages : 2)

Reg. No.....

Name.....

**UNITARY LL.B. (THREE YEAR) DEGREE EXAMINATION**

**FEBRUARY 2026**

**Fifth Semester**

**UL-21—LABOUR AND INDUSTRIAL LAW—Paper 2**

(2023 Admissions—Regular, 2022, 2021, 2020 Admissions—Supplementary/ 2019 Admissions—First Mercy Chance, 2018 Admissions—Second Mercy Chance)

Time : Three Hours

Maximum : 75 Marks

**Part A**

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

*Each question carries 3 marks.*

1. Definition and Scope of "Industrial Injury."
2. Employer's Liability for Compensation under Section 3.
3. Role of the Medical Benefit Council.
4. Lawful Deductions under the Payment of Wages Act.
5. Health Measures under the Factories Act.
6. Disqualification and Forfeiture of Bonus.

(5 × 3 = 15 marks)

**Part B**

*Answer any three questions.*

*Each question carries 10 marks.*

7. An employee of Lotus Chemicals falsely claims sickness benefit under the ESI Act by submitting forged medical certificates. What are the penalties under the Act ?
8. The State Government fixed minimum wages for hotel employees in 2019 but has not revised them since. Whether the Government violated the Minimum Wages Act ? Explain.
9. Meera, employed for four months, applies for maternity leave. The employer refuses, stating she hasn't completed six months of service. Whether Meera is entitled to maternity benefits ?

Turn over

10. Star Plastics Ltd. failed to deposit PF contributions deducted from employees' salaries. What are the consequences under the EPF Act ?

(3 × 10 = 30 marks)

**Part C**

*Answer any two questions.*

*Each question carries 15 marks.*

11. Explain the doctrine of notional extension of employment with reference to relevant case law.
12. Explain the statutory provisions for fixation of wage periods and time of payment. Also explain the permissible deductions from wages and the safeguards against arbitrary fines.
13. Explain the provisions for payment and forfeiture of gratuity under the Payment of Gratuity Act, 1972.

(2 × 15 = 30 marks)