

F 2773

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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, JANUARY 2023**

**Seventh Semester**

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

**(2018 Admissions—Regular)**

**Time : Three Hours**

**Maximum : 75 Marks**

**Part A**

*Write short notes on any five of the following  
Each question carries 3 marks.*

1. Basic principles of Social Insurance.
2. Notional extension of time and place of employment.
3. Employees' State Insurance Corporation.
4. Medical Benefit Committee.
5. Maternity and paternity benefits.
6. Concept of deferred wages.

(5 × 3 = 15 marks)

**Part B**

*Answer any three of the following problems.  
Each question carries 10 marks.*

7. The deceased was employed as a driver on the appellant's truck used for the purpose of carrying petrol in a tank. On the previous day he had reported to his employer that the tank was leaking and so water was put in it for detecting the place from where it leaked. The next morning, the deceased was asked by the appellant to enter the tank to see from where it leaked. Accordingly, he entered the tank which had no petrol in it and for the purpose of detecting the leakage he lighted a match stick. The tank caught fire and the deceased received burn injuries and later on succumbed to death. Decide whether the widow of the deceased is entitled to compensation under provisions of law.

**Turn over**

8. 'ABC' is a hospital, which is a part of a medical college. 'ABC' has a department, which is called the 'Equipment Maintenance department'. There are Forty-five (45) persons employed in the department. The department maintains and repairs the equipment in the hospital such as X-Ray, ECG, Kidney- dialysis, etc. In the light of given facts, decide whether the Equipment Maintenance department of 'ABC' Hospital will come under the definition of 'factory' for purposes of ESI benefits.
9. Examine whether teachers working in educational institutions are 'employees' entitled to the benefit of 'gratuity'. Discuss referring to the landmark cases on the topic.
10. In order to cater to the needs of the students, ABC University was running a printing press as part of the Department of Publication. The PF Commissioner issued an order in the year 2018, intimating that the department of publication was liable for coverage under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The validity and legality of the order was challenged by the University. Decide giving reasons.

(3 × 10 = 30 marks)

### Part C

*Answer any two of the following questions.*

*Each question carries 15 marks.*

11. What is the concept of 'social security' ? Discuss the different approaches towards the concept of social security. What are International Labour Standards on Social security ? Critically analyze the specific social welfare legislations in India pertaining to unorganized working sector.
12. Discuss the meaning of the term 'factory' referring to statutory provisions and judicial decisions. Explain the legal provisions relating to 'safety' of workers employed in a factory.
13. Who is entitled to bonus as per statutory provisions ? Is there any disqualification for claiming bonus ? Explain in detail the legal provisions relating to payment of bonus.

(2 × 15 = 30 marks)