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Reg. No.....

Name.....

THREE YEAR UNITARY LL.B. DEGREE EXAMINATION, JULY 2026

Fifth Semester

UL 21—LABOUR AND INDUSTRIAL LAW – Paper 2

(Special Supplementary Examination–2023 Admissions Regular only)

Time : Three Hours

Maximum Marks : 75

Part A

Write short notes on any five of the following.

Each questions carries 3 marks.

1. Partial and Total Disablement under the Employees' Compensation Act.
2. Powers and Functions of the Employees' Compensation Commissioner.
3. Constitution and Functions of Employees' State Insurance Corporation.
4. Authorities for Adjudication of Claims the Payment of Wages Act.
5. Paternity Benefits in Indian Legal Framework.
6. Eligibility for Gratuity.

(5 × 3 = 15)

Part B

Answer any three questions.

Each question carries 10 marks

7. Ravi, a suspended employee, met with an accident on the way to attend an official enquiry. Is he entitled to ESI benefits during suspension?
8. XYZ Ltd. pays wages to its workers 15 days after the wage period ends. The average number of employees is 950. Whether this will amount to a violation of law? Explain.
9. XYZ Engineering Pvt. Ltd. begins operations without obtaining approval and registration under the Factories Act. What are the legal consequences?
10. Rajesh was dismissed for wilful negligence causing loss to the company. The employer forfeited full gratuity. Discuss the legality.

(3 × 10 = 30)





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Part C

Answer any two questions.

Each question carries 15 marks

11. Discuss the liability of employers for contribution, recovery, and penalties under the ESI Act.
12. Explain the rights, eligibility, and duration of maternity benefits under the Maternity Benefit Act, 1961.
13. What do you mean by Bonus? Also explain the law relating to the eligibility, disqualification, and limits of Bonus.

(2 × 15 = 30)

