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Reg. No.....

Name.....

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

**EXAMINATION, FEBRUARY 2026**

**Seventh Semester**

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

(2022 Admissions—Regular/2018 to 2021 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. What are the powers of the Employees' Compensation Commissioner ?
2. Distinguish between social insurance and social assistance.
3. Define the term *wages* under the Payment of Wages Act, 1936.
4. What benefits are available to women workers under the Maternity Benefit Act, 1961 ?
5. What welfare amenities are employers required to provide to workers under the Factories Act ?
6. What is the significance of the *Full Bench Formula* in the calculation of bonus ?

(5 × 3 = 15 marks)

**Part B**

*Answer any three of the following problems.*

*Each question carries 10 marks.*

7. X, a workman, was injured in a road accident while returning home after completing his work shift. He had taken a slight detour to purchase medicines for his family. Is the employer liable to pay compensation ? Discuss with reference to the doctrine of notional extension.
8. The dependents of an insured employee who died due to an employment injury approach the ESI Corporation for dependents' benefit. The employer contends that the accident occurred outside the factory premises. Decide with reference to the provisions of the ESI Act.

Turn over

9. An establishment delayed the payment of wages by 15 days. The employee approached the authority for compensation. What remedies are available to the employee under the Payment of Wages Act, 1936 ?
10. A factory owner failed to provide proper ventilation and lighting in the work area, causing health hazards to workers. Workers filed a complaint before the Inspector. Discuss the liability of the occupier under the Factories Act.

(3 × 10 = 30 marks)

### **Part C**

*Answer any two of the following questions.*

*Each question carries 15 marks.*

11. Explain in detail the various benefits available to an insured person and his dependents under the ESI Act, 1948.
12. Critically examine the restrictions and safeguards relating to the employment of women and young persons under the Factories Act, 1948.
13. Examine the concept of gratuity, along with the provisions for eligibility, determination, and forfeiture under the Payment of Gratuity Act, 1972.

(2 × 15 = 30 marks)