

LL.B.(3Years)(with Credits)-Regular-Semester 2012 Sem IV  
**LLB3-243 Course Code 4.3 : Labour Law-II Paper-III**

Time : Three Hours



**GUG/W/16/5467**

Max. Marks : 80

- Notes :
1. Answer **eight** questions in all including question no. **1** which is compulsory.
  2. All questions carry equal marks.
  3. Indicate appropriate question number while answering.

**1.** Choose the correct alternative in support of the following statements.

- i) ----- is a reward for the services rendered on remuneration for the work done and it is as old as the society itself.
  - a) Bonus
  - b) Wage
  - c) bill
  - d) All the above
- ii) The concept of wages as propounded by Justice Higgins in ----- case have been universally accepted.
  - a) wage – fixing case
  - b) Harvesters case
  - c) fair wage case
  - d) All the above
- iii) According to payment of wages Act, 1936, wage period shall not exceed-----
  - a) 15 days
  - b) 20 days
  - c) One month
  - d) 7 days
- iv) Authorised deductions and the procedure for deductions under the payment of wages Act, 1936, are mentioned in sections -----
  - a) 7 to 13
  - b) 4 to 10
  - c) 6 to 13
  - d) 7 to 10
- v) No fine shall be imposed on any employed person until ----- of showing cause against the fine.
  - a) he has been given an opportunity
  - b) he has accepted the wrong
  - c) both (a) & (b)
  - d) None of the above
- vi) According to Minimum wages Act, 1948, 'adolescent' means a person between -----
  - a) 14 - 17 years
  - b) 14 - 18 years
  - c) 15 - 17 years
  - d) 15 - 18 years
- vii) To pay bonus to his employees is a ----- obligation on an employer.
  - a) Mandatory
  - b) Statutory
  - c) Procedural
  - d) All the above
- viii) The payment of Gratuity Act, 1972 extends to whole of India, except to the state of -----
  - a) Delhi
  - b) Goa, Div & Daman
  - c) Jammu & Kashmir
  - d) None of the above

- ix) Section ----- confers jurisdiction on the commissioners to decide any question relating to the liability of any person to pay compensation under the workmen's compensation Act, 1923
- |       |       |
|-------|-------|
| a) 10 | b) 11 |
| c) 19 | d) 20 |
- x) Employees, State Insurance Act, 1948 is passed to provide for certain benefits to employees in case of
- |                      |                  |
|----------------------|------------------|
| a) sickness          | b) maternity     |
| c) employment injury | d) All the above |

2. What are weekly and daily hours for which an adult and a child worker may be required or allowed to work in a factory?
3. Explain the term 'dependent' and disablement under the Employees Compensation Act, 1923.
4. What are the powers and duties of employees' State Insurance Corporation under ESI Act, 1948?
5. Define 'wages' under the Payment of wages Act and explain the lawful deduction under this Act.
6. What are the various theories of wages under the Minimum Wages Act.
7. Explain the concept of Bonus. What is the present law regarding statutory bonus.
8. Write brief notes on
  - a) Minimum and maximum bonus.
  - b) Allocable and Available bonus.
9. What are the general provisions relating to payment of Gratuity Act, 1972.
10. Describe the salient feature of child labour (Prohibition and Regulation) Act, 1986.
11. Discuss the aim and object of maternity Benefit Act, 1961.
12. Write short notes on :
  - a) Social security.
  - b) Social Assistance.

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