

Programme: BALLB
 Course: Labour Law II
 Course Code: 24F.352
 Enrolment no. _____

 Full Marks: 70
 Time: 3 Hrs.

Q.No.	Questions	CO	Bloom Taxonomy Category	Marks
Section I				
1	Short Answer type questions.			
a	Minimum wages is the starting point of wage. Define the term 'wages' according to Minimum Wages Act, 1948.	CO1	Remember	4 x 5 = 20
	or			
b	Distinguish between the concept of minimum wage, fair wage and living wage.	CO1	Understand	
	or			
c	The Payment of Wages Act, 1936, was enacted to regulate the timely payment of wages without unauthorized deductions to workers employed in various establishments. State the objective of Payment of Wages Act, 1936.	CO1	Remember	
	or			
d	Elaborate the term 'wages' with relevant case law.	CO1	Understand	
	or			
e	Write short notes on : i. Factory ii. Manufacturing Process iii. Worker iv. Occupier v. Hazardous process	CO1	Remember	
	or			
f	Elucidate the rules regarding approval, licensing and registration of factories under the Factories Act, 1948.	CO1	Understand	
	or			
g	Elaborate the term 'employer' and 'employee' under the Employment's Compensation Act, 1923.	CO1	Understand	
	or			
h	Write a short note on "Amount of Compensation" paid to an employee under the Employment's Compensation Act 1923.	CO1	Understand	
	or			
Section II				
	Long Answer type questions.			
2	Explain the powers and responsibilities of the appropriate government in fixing and revising minimum wages under the Minimum Wages Act, 1948. How does the advisory mechanism assist in this process?	CO1	Understand	3 x 10 = 30
	or			
3	Critically analyze the constitutional validity of the Minimum Wages Act, 1948 with reference to the judicial pronouncement of <i>Bijay Cotton Mills Ltd. v. State of Ajmer (1955) AIR 1 SCR 75</i> .	CO1	Analyze	
	or			
4	The Payment of Wages Act, 1936 primarily concerns with the inordinate delay in payment of wages and indiscriminate deduction in wages. Support the statement in light of the Act and relevant case laws if applicable.	CO2	Analyze	
	or			
5	Analyze the judicial remedies available to employees under the Act Payment of Wages Act, 1936.	CO2	Analyze	
	or			
6	When does an employer become liable to pay compensation to a workman suffering personal injury caused by an accident under the provision of Employment's Compensation Act, 1923?	CO1	Analyze	
	or			
7	There must be a relation between the employer and employee before a person can be said to be a worker. Illuminate the term worker with relevant case laws under the provision of Employment's Compensation Act, 1923.	CO1	Analyze	
	or			
Section III				
	Application based questions			
8	Critically assess the deduction which may be made from the wages under the Payment of Wages Act, 1936.	CO2	Evaluate	1 x 20 = 20
	or			
9	Discuss the principle of "arising out of and in the course of employment" with leading cases with specific reference to the case of <i>Mackinnon Mackenzie & Co. Pvt. Ltd. v. Ibrahim Mahammed Issak, 1970 SCR (1) 869</i> .	CO2	Analyze	
	or			

COURSE OUTCOME

CO 1 Student will be able to resolve the labour welfare problems and will learn the laws relating to industrial relations, social security, private sector wages problems.

CO 2 Student will be able to understand working conditions and also learn the enquiry procedural and industrial discipline.