



End Semester/Reappear (Semester VI) Examination, May 2025

Programme: LLB
Course: Labour Law II
Course Code: 24D.352
Enrolment no. _____

Full Marks: 70
Time: 3 Hrs.

Section I

1. Short Answer type questions. Answer any four.

4 x 5 = 20

- a. Minimum wages is the starting point of wage. Define the term 'wages' according to Minimum Wages Act, 1948.
- b. Interpret the Doctrine of Notional Extension with a brief illustration.
- 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.
- d. Write short notes on :
 - Occupier
 - Hazardous process
 - Worker
 - Factoryssssss
 - Manufacturing Process
- e. Elaborate the term 'employer' and 'employee' under the Employment's Compensation Act 1923.
- f. Identify the time limit prescribed under the Payment of Wages Act, 1936 for the payment of wages.

Section II

Long Answer type questions. Answer any three.

3 x 10 = 30

2. 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?
3. Elucidate the constitutional validity of the Minimum Wages Act, 1948 with reference to the judicial pronouncement of *Bijay Cotton Mills Ltd. v. State of Ajmer* (1955) AIR 1 SCR 752.
4. Explain the responsibilities of the employer under the Payment of Wages Act, 1936 in light of the case *Cominco Binani Zinc Ltd. v. Pappachan* (1989) ILLJ 452 Ker.
5. Explain the regulations for employment of children and young persons.
6. A was employed as a fisherman in a sea food industry located in Greater Nicobar. As usual after the muster rolls he was heading towards the sea shore to catch fish. Before he could reach the actual place of his work and while he was at the distance of 10 metres therefrom, A was swept away by the killer Tsunami waves. He died there. His unmarried daughter the sole survivor in the family, claimed compensation under Section 3 of Employment's Compensation Act, 1923.

Section III

Application based questions. Answer any one.

1 x 20 = 20

7. *People's Union for Democratic Right and Other v. Union of India* AIR 1982 SC, is a landmark judgement for labour laws. Analyze the case law using IRAC method and critically analyse this case.
8. Discuss the principle of "arising out of and in the course of employment" with leading cases in light of the case *Mackinnon Mackenzie & Co. Pvt. Ltd. v. Ibrahim Mahmmmed Issak* 1970 SCR (1) 869.
9. Propose reforms for social security in the unorganized sector.
