

RAN-2105000506040001
B.Com, LL.B. (Hons.) (Sem.-VI) Examination April - 2026
LABOUR LAW 2
Time: 3 Hours]
[Total Marks: 70

સૂચના : / Instructions (1) ઉપરોક્ત દર્શાવેલ વિગતો ઉત્તરવહી પર અવશ્ય લખવી. Fill up strictly the above details on your answer book (2) Do not change question number (3) Cite leading case laws in support of the answer. (4) Figure to the right indicate full marks.	Seat No.: Student's Signature
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- Q.1.** Discuss the provisions relating to 'health and safety' under the Factories Act, 1948. **12**
OR
- Q.1.** Discuss the provisions relating to the employment of young persons and women under the Factories Act, 1948. **12**
- Q.2.** Explain 'Gratuity'. Explain the important provisions of the Payment of Gratuity Act, 1972 with reference to the latest amendments. **12**
OR
- Q.2.** Explain the rule of 'set-on' and 'set-off of allocable surplus under The Payment of Bonus Act, 1965. **12**
- Q.3.** Discuss the applicability of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and explain the powers of the Inspector under the Act. **12**
OR
- Q.3.** Examine the enforcement machinery and penalties provided under The Minimum Wages Act, 1948. **12**
- Q.4.** Explain the meaning of wages and discuss the authorised and permissible deductions under The Payment of Wages Act, 1936. **12**
OR
- Q.4.** Explain the constitution, powers and functions of the Employees' State Insurance Court under the ESI Act, 1948. **12**
- Q.5.** Discuss the meaning of 'accident' and 'accident arising out of and in the course of employment' under the Employees' Compensation Act, 1923. **12**
OR
- Q.5.** Explain the salient features of the Employees' Compensation Act, 1923 and discuss the objects of the Act. **12**
- Q.6. Write Any Two.** **10**
1. Union of India v. Shammi Bhan
 2. J.K. Iron & Steel Co. v. Chief Inspector of Factories and Boilers
 3. Organo Chemical Industries v. Union of India
 4. P.M. Patel & Sons v. Union of India