

(D1251LL)

Total No. of Questions : 10]

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LL.M. DEGREE EXAMINATION, MAY – 2017

Second Year

LABOUR LAWS

Social Security Law

Time : 3 Hours

Maximum Marks: 70

Answer any five questions

All questions carry equal marks.

- Q1)** Explain the origin and development of the Labour Welfare and Social Security Concepts in England, U.S.A. and India with special reference to Social assistance and social insurance.
- Q2)** Define ‘Social Security’. Distinguish between ‘Social Assistance and Social Insurance’. How far the Government of India has taken Steps for making Social Insurance Legislation more effective?
- Q3)** Elucidate the international national norms providing social security for work men Particularly in unorganized sector.
- Q4)** Examine Constitutional and Legal Aspects which protect the interest and rights of the workmen with relevant case law.
- Q5)** “If personal injury is caused to a workman by an accident ‘arising out of and in the course of an employment’ the employer is liable to pay compensation.” Critically examine above statement in the light of judicial interpretation and objectives of Workmen’s Compensation Act, 1923.

- Q6)** Gratuity is paid not for the long and continuous period of service but for the long, continuous and meritorious service rendered by the employee.” Examine the above statement in the light of relevant provisions of the Payment of Gratuity Act, 1972. Critically examine the nature and scope of Maternity Benefits.
- Q7)** Elucidate the international norms providing social security for work men particularly in unorganized sector.
- Q8)** Critically examine the nature and scope of Maternity Benefits. What are the rights of employed women under the Maternity Benefits Act, 1961?
- Q9)** Recommendation of the Second National Commission on labour in respect of Social Security.
- Q10)** Write short notes on any TWO of the following:
- a) Payment of Gratuity.
 - b) Sickness benefit.
 - c) Adequate means of livelihood.
 - d) Pension scheme.



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Second Year

LABOUR LAWS

Wages and Minimum Labour Standards

Time : 3 Hours

Maximum Marks: 70

Answer Any Five Questions

ALL questions carry equal marks

- Q1)** Discuss the constitutional ideals on wages. Can it be possible to reach these ideals in the present LPG era?
- Q2)** Explain ILO conventions regarding fixation and revision of wages. Critically examine the role of International Labour Organization in promoting Labour Welfare Work in India.
- Q3)** “The Employees are entitled to the minimum wage at all times and under all circumstances. An Employer who can not pay the minimum wage has no right to engage labour and no justification to run industry”. Critically examine the above statement in the light of Supreme Court decisions and discuss the procedure for fixing and revising minimum rates of wages in respect of any scheduled employment under the minimum wages Act, 1948.
- Q4)** “The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form and at regular intervals and without any unauthorized deductions”. Comment with reference to authorized deductions from the wages of employed persons under the payment of wages Act, 1936.
- Q5)** Explain the concept of ‘Bonus’. How is it calculated under the Payment of Bonus Act, 1965? Examine the current controversy with regard to the nature of Bonus in India.

- Q6)** Critically examine the powers and jurisdiction of the Authority under the Payment of Wages Act, 1936.
- Q7)** Explain the recommendations of various commissions appointed during free and post constitutional periods on protection of wages.
- Q8)** Explain the various conventions relating to wages for international standardization of wages.
- Q9)** Explain the concept of workers participation in management.
- Q10)** Write short notes on any TWO of the following:
- a) Application and non application of Payment of Bonus Act, 1965.
 - b) Concepts of Fair and Living Wages.
 - c) The concept of equal remuneration.
 - d) Deferred Wage.

