



**K. K. Wagh Institute of Engineering Education & Research, Nashik**  
(An Autonomous Institute From A.Y. 2022-23)

SUMMER-2024	
Exam Seat No.:	
Academic Year: 2023-2024	Semester: IV
Class:PG- SY	Program: MBA
Branch Code: M.B.A.	Pattern:2022
Name of Course: Labour Law-II	Course Code:MBA224304
Max. Marks:60	Duration:2.30 Hrs.

**Instructions:** Candidates should read carefully the instructions printed on the Question Paper and on the cover page of the Answer Book, which is provided for their use.

1. This question paper contains 2 page(s).
2. Answer to each new question is to be started on a new page.
3. Assume suitable data wherever required, but justify it.
4. Draw the neat labelled diagrams, wherever necessary.
5. The last columns indicates the Course Outcome and level of Blooms Taxonomy of the Question/sub-question.

**Question No. 1 Attempt following Question**

- 1a) Discuss the set-on and set-off of allocable surplus as per the Payment of Bonus Act, 1965, citing conditions and limitations. (6) CO1

**Question No. 2 Attempt following Question**

- 2a) Describe the key entities and processes involved in the administration of the Employees State Insurance Act, 1948. (6) CO2

**Question No. 3 Attempt following Question**

- 3a) Define key terms and discuss the employer's liability for compensation under the Worker's Compensation Act, 1923. (8) CO3

**OR**

- 3b) Define key terms and explain the schemes under The Employees Provident Fund & Miscellaneous Provisions Act, 1952. (8) CO3

- 3c) Explain the Employees' Provident Fund Scheme (EPF) under The Employees Provident Fund & Miscellaneous Provisions Act, 1952. (8) CO3

**OR**

- 3d) Describe the Employees' Pension Scheme, 1995 (EPS), including eligibility criteria and pension calculation along with example. (8) CO3

**Question No. 4 Attempt following Question**

- 4a) Explain the applicability and non-applicability of the Payment of Gratuity Act, 1972. (8) CO4

**OR**

4b) Calculate the gratuity amount payable to an employee based on their length of service and last drawn wages. (8) CO4

4c) Discuss the procedure for filing a complaint regarding gratuity under the Payment of Gratuity Act, 1972. (8) CO4

**OR**

4d) Describe the procedure for the recovery of gratuity under the Payment of Gratuity Act, 1972. (8) CO4

**Question No. 5 Attempt following Question**

5a) What has been the judicial view regarding the implementation of the Child Labour (Prohibition & Regulation) Act, 1986? (8) CO5

**OR**

5b) What are the objectives of the Child Labour (Prohibition & Regulation) Act, 1986? (8) CO5

5c) How does the Child Labour (Prohibition & Regulation) Act, 1986 prohibit the employment of children in certain occupations and processes? (8) CO5

**OR**

5d) What measures can be taken to address the root causes of child labour in India? (8) CO5

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