

Name:
Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination May, 2024

Course: LABOR LEGISLATIONS

Programme: Intt. BBA MBA

Time: 03 hrs.

Instructions:

- 1. All sections are compulsory.**
- 2. This question paper contains 3 printed pages**
- 3. Use of Calculator is Permitted**

Semester: VI
Course Code: HRES3003

Max. Marks: 100

SECTION A
(2 x 10 = 20 Marks)
Answer in True/ False Only

S. No.		Marks	CO
Q-1	For being defined as a factory, an establishment must have minimum 50 number of workers	2	CO1
Q-2	For a contract worker the primary responsibility of payment of wages is that of the contractor	2	CO1
Q-3	The eligibility for claiming gratuity is three years of continuous service	2	CO1
Q-4	In case of death of a worker, there is no eligibility for tenure of service in order to claim gratuity	2	CO1
Q-5	Payment of wages less than minimum wages is a criminal offence	2	CO1
Q-6	Bonus is paid on the basis of performance and productivity of the workers	2	CO1
Q-7	A new PF account has to be opened by the worker each time he changes his job.	2	CO1
Q-8	Class 2 dependents have to establish that they were fully dependent on the earnings of a deceased worker, in order to claim compensation	2	CO1
Q-9	“Maternity benefit” is provided only for two surviving kids.	2	CO1
Q-10	Gratuity payable to the employee can be fortified in certain cases	2	CO1

SECTION B (4 x 5 = 20 Marks)
Attempt ALL FOUR Questions

Q-11	What is Provident Fund? Explain how the provident fund scheme operates.	5	CO2
Q-12	As per the The Occupational Safety, Health and Working Conditions Code, 2020, what are the various duties of the employee? Describe.	5	CO2
Q-13	How does a Contract Labour system work? Who are the parties involved? What is the role and responsibilities of such parties?	5	CO2

Q-14	What is Social Security? What are the various legal mechanisms to ensure social security? Explain Briefly.	5	CO2																		
SECTION-C (3 x 10=30) Attempt All THREE QUESTIONS																					
Q-15	<p>A Worker whose wages are Rs. 20,000/- per month works the given number of hour in a week. Is he entitled to Overtime payment in the given week? If yes, calculate the amount of overtime payment.</p> <table border="1" data-bbox="298 527 1305 873" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2" style="text-align: center;">WEEKLY WORKING HOURS</th> </tr> <tr> <th style="text-align: center;"><i>Day</i></th> <th style="text-align: center;"><i>No. Hours worked</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Sunday</td> <td style="text-align: center;">off</td> </tr> <tr> <td style="text-align: center;">Monday</td> <td style="text-align: center;">6</td> </tr> <tr> <td style="text-align: center;">Tuesday</td> <td style="text-align: center;">4</td> </tr> <tr> <td style="text-align: center;">Wednesday</td> <td style="text-align: center;">9</td> </tr> <tr> <td style="text-align: center;">Thursday</td> <td style="text-align: center;">8</td> </tr> <tr> <td style="text-align: center;">Friday</td> <td style="text-align: center;">11</td> </tr> <tr> <td style="text-align: center;">Saturday</td> <td style="text-align: center;">10</td> </tr> </tbody> </table>	WEEKLY WORKING HOURS		<i>Day</i>	<i>No. Hours worked</i>	Sunday	off	Monday	6	Tuesday	4	Wednesday	9	Thursday	8	Friday	11	Saturday	10	10	CO3
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Q-16	<p>Ram Lal was a worker who was working as a tailor in a garment export establishment. Ram Lal has been working in the company for the last 15 Years. On 16 February, 2024 he suffered with an accident while on duty and died next day. The details of Ram Lal are as:</p> <p>Date of Joining: 2/4/2009 Date of Birth: 26/5/1983 Last Drawn Salary: Rs. 35,000 p.m</p> <p>After his death many claimants of compensation including his parents, widow, his children, and other relative gathered at the HR of the company to claim compensation.</p> <p>a. How will HR decide to whom and how much compensation is to be paid? b. Calculate the amount of compensation the claimant would get.</p> <p>Corresponding schedule of the applicable code is as:</p> <table border="1" data-bbox="620 1556 1040 1850" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Complete years of age</th> <th style="text-align: center;">Relevant Factor</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">37</td> <td style="text-align: center;">192.14</td> </tr> <tr> <td style="text-align: center;">38</td> <td style="text-align: center;">189.56</td> </tr> <tr> <td style="text-align: center;">39</td> <td style="text-align: center;">186.90</td> </tr> <tr> <td style="text-align: center;">40</td> <td style="text-align: center;">184.17</td> </tr> <tr> <td style="text-align: center;">41</td> <td style="text-align: center;">181.37</td> </tr> <tr> <td style="text-align: center;">42</td> <td style="text-align: center;">178.49</td> </tr> </tbody> </table>	Complete years of age	Relevant Factor	37	192.14	38	189.56	39	186.90	40	184.17	41	181.37	42	178.49	10	CO3				
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Q-17	<p>Explain the following in relation to the Bonus</p> <ol style="list-style-type: none"> Allocable surplus Available surplus Setoff Seton. 	10	CO3
SECTION-D			
Q-18	<p>Devika took her maternity leave but forgot to inform her employer her intention to return to work. She thought her employer knew she was returning since she called her office about 2 months before her maternity leave was to expire, and was sure she told them she would be coming back.</p> <p>When she did return however, her employer told her that she had been replaced and refused to take her back. The employer said the proper written notice of the intention to return had not been given in writing. Devika was very upset.</p> <p>Is it justified on part of the employer not to accept Devika as a worker after her maternity leave?</p>	15+15 =30	CO4
Q-19	<p>What is maternity benefit? Who is eligible for maternity benefit? When can maternity benefit be availed? What other precautions in addition to maternity benefit, a pregnant female employee is entitled to?</p>		
	*****End of the paper*****		