

Name:

Enrolment No:



**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**  
**End Semester Examination, December, 2021**

**Course: LABOR LEGISLATIONS**

**Programme: BBA (CORE) HRM**

**Time: 03 hrs.**

**Instructions:**

- 1. All sections are compulsory.**
- 2. This question paper contains 3 printed pages**

**Semester: III**

**Course Code: HRES2013**

**Max. Marks: 100**

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

S. No.		Marks	CO
Q-1	The philosophy of “Welfare State” as provided in the Constitution of India forms the basis of labor legislations regime in India	2	CO1
Q-2	“Living Wages” are those levels of wages that provide a worker with a comfortable lifestyle	2	CO2
Q-3	Wages paid to the worker can also be paid in kind	2	CO2
Q-4	As per the Employees Compensation Act, Compensation is paid on the basis mental and physical pain suffered by the worker	2	CO3
Q-5	Contractor is the “employer” of contract workers for the purpose of labour legislations	2	CO4
Q-6	“Diwali Bonus” can never be the statutory bonus as provided under the payment of bonus act	2	CO2
Q-7	Wages are paid to the employees for the work done by them	2	CO1
Q-8	Unmarried daughter of a deceased worker comes under class 2 dependents	2	CO2
Q-9	Every factory shall have a crèche if 50 married female workers work therein	2	CO1
Q-10	Gratuity payable to the employee can be fortified in certain cases	2	CO4

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

Q-11	What is disablement? Differentiate between Total Permanent, Partial Permanent, and Temporary Partial disablement citing relevant examples	5	CO3
Q-12	Differentiate between subsistence wages, starvation wages, living wages, and fair wages. At what level is the minimum wages set?	5	CO3
Q-13	Explain the roles and relationships between the parties involved in the contract labor system.	5	CO2

Q-14	What is bonus? Differentiate between bonus and incentives.	5	CO2																		
<b>SECTION-C (3 x 10=30)</b> <b>Attempt All THREE QUESTIONS</b>																					
Q-15	<p>A Contract Worker whose daily wages are Rs. 525/- works the given number of hours 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" 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;">7</td> </tr> <tr> <td style="text-align: center;">Monday</td> <td style="text-align: center;">9</td> </tr> <tr> <td style="text-align: center;">Tuesday</td> <td style="text-align: center;">12</td> </tr> <tr> <td style="text-align: center;">Wednesday</td> <td style="text-align: center;">10</td> </tr> <tr> <td style="text-align: center;">Thursday</td> <td style="text-align: center;">11</td> </tr> <tr> <td style="text-align: center;">Friday</td> <td style="text-align: center;">9</td> </tr> <tr> <td style="text-align: center;">Saturday</td> <td style="text-align: center;">11</td> </tr> </tbody> </table>	WEEKLY WORKING HOURS		<i>Day</i>	<i>No. Hours worked</i>	Sunday	7	Monday	9	Tuesday	12	Wednesday	10	Thursday	11	Friday	9	Saturday	11	10	CO4
WEEKLY WORKING HOURS																					
<i>Day</i>	<i>No. Hours worked</i>																				
Sunday	7																				
Monday	9																				
Tuesday	12																				
Wednesday	10																				
Thursday	11																				
Friday	9																				
Saturday	11																				
Q-16	What are the provisions of The Factories Act, 1948 regarding health and safety of workers working in a Factory? What are specific provisions regarding fire safety?	10	CO3																		
Q-17	<p>As per The Payment of Bonus Act 1965, explain the following</p> <ol style="list-style-type: none"> <li>a. Available Surplus</li> <li>b. Allocable surplus</li> <li>c. Statutory Minimum Bonus</li> <li>d. Set-Off</li> <li>e. Set-On</li> </ol> <p style="text-align: center;"><b>OR</b></p> <p>Explain the following phenomenon:</p> <ol style="list-style-type: none"> <li>a. Notional Extension of Employers premises</li> <li>b. Doctrine of assumed risk</li> <li>c. Doctrine of common employment</li> <li>d. Doctrine of contributory negligence</li> </ol>	10	CO3																		
<b>SECTION-D</b>																					
Q-18	A Contract Worker who is employed in a garment export company works on average monthly wages of Rs. 20,000/- per month. On July 5, 2018 he suffered with an accident. He suffered fracture in his right hand, for which he was advised rest on medical grounds for three months i.e till October 5, 2018. On October 6, 2018 the	15+15 =30	CO4																		

	<p>worker joined back, and was perfectly all right. The medical certificate issued to the worker described his disablement to be “Temporary Disablement”</p> <p>His contractor was M/S Help Placement Agency. On July 15 2018, Help Placements was declared bankrupt, and the accounts of the company were frozen by the National Company Law Tribunal. Upon the closure of the placement agency, the worker approached the principal employer for payment of compensation.</p> <p>And other relevant information as:</p> <p>Date of Birth: May 16, 1979  Date of joining the Company: August 7, 2017  Designation: Tailor</p> <ol style="list-style-type: none"> <li>a. Is the worker authorized to claim the compensation from the principal employer? If yes, who will ultimately bear the cost of compensation?</li> <li>b. Calculate the compensation (if any) that would have been paid to the worker (if paid) between July 5, 2018 and October 5, 2018. When will he get the compensation?</li> </ol> <p>as per The Employees Compensation Act, 1923.</p>		
	<p>*****End of the paper*****</p>		