

K. J. SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH

Program: MHRDM, - IV Sem 2017-20 Batch

Subject: Labour Legislations (End Semester examination)

Maximum Marks: 50

Duration: 3 hours

Date: 09/04/2019

Instructions

- Q1 is (Compulsory and carries 10 marks)
- Attempt any four questions out of Q 2 to 10 (10 marks each)

1. Case

Mr Ramesh has been working in a corporate office of a public sector undertaking in Mumbai. He is an Account Assistant in its Accounts Department drawing monthly salary of Rs. 26000/ per month. There are 270 persons employed in the establishment.

On 19th March '19 the Manager of the establishment received a complaint against Mr. Ramesh that he has deliberately broken few utensils of the canteen of the establishment during lunch hours.

On the basis of the complaint received the Manager intend to impose a fine of Rs.1000/ on him but the records shows that in past Mr.Ramesh escaped fine imposed on him for his misconduct on a technical ground that the management imposed fine without complying with due process of law.

Examine the case considering provisions of various labour laws applicable to the establishment and Mr. Ramesh and suggest the management stepwise action plan to impose fine on Mr.Ramesh.

2. Define "Strike" and "Lockout" under Industrial Dispute Act 1947. Explain as to when Strike and Lockout become illegal under the act?
3. Discuss the concept of "arising out of and in course of employment" stipulated in the Employee's Compensation Act, 1923. Give examples to make your arguments convincing.
4. What are authorized (any six) deductions given in the Payment of Wages Act, 1936? Why are such provisions made in the Act?
5. State and explain the various benefits assured to the insured employees and their dependents under ESI Act 1948.
6. When is gratuity payable under the Payment of Gratuity Act, 1972? How gratuity is calculated?
7. What is the provision of grant of annual leave and festival leave to the employees under Maharashtra Shops & Establishments (Regulation of Employment and condition of services) Act 2017?
8. Explain constitution of "Internal Committee" and "Local committee" under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
9. Write short note on any four.
(a) Fixed Term Employment (b) International Worker (c) Lay-off (c) Retrenchment (d) Minimum and Maximum Bonus (e) Contribution under EPF& MP Act 1952 (f) Contract Labour (g) Contractor.
10. Discuss the Provisions for Welfare of workers under The Factories Act, 1948.

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