



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2025

Course: LABOR LEGISLATIONS

Programme: Intt. BBA-MBA

Time: 03 hrs.

Instructions: All sections are compulsory.

Semester: VI

Course Code: HRES3003

Max. Marks: 100

SECTION A
Answer in True/ False Only

S. No.		Marks	CO
Q-1	In India Labor Laws are central acts and therefore apply to whole of India. However, labor laws are implemented by State Governments by making rules or by-laws	2	CO1
Q-2	As per definition of “Worker”, a apprentice is not a worker.	2	CO1
Q-3	As per the wage’s laws in India, it is not permitted to defer payment of wages under any circumstances	2	CO1
Q-4	A company provides uniforms for all its workers. This is a safety feature.	2	CO1
Q-5	In case of self-inflicted injury, compensation is not paid under any circumstances	2	CO1
Q-6	Bonus is workers share in profits of the business. Therefore, if business has no profits bonus is not to be paid	2	CO1
Q-7	Gratuity is basically an old age social security measure	2	CO1
Q-8	Not paying minimum wages in India is a criminal offence	2	CO1
Q-9	An establishment provides free meals to workers at its canteen. This is a social security mechanism.	2	CO1
Q-10	Provident funds are applicable to employees of an establishment, if a minimum of 50 workers are employed by the establishment.	2	CO1

SECTION – B
4 x 5 Marks

Q-11	What are the objectives of the Code on Health, Safety, and Working Conditions 2020? What is the difference between health, safety, and welfare? What amenities may a company provide to it’s workers to ensure health, safety, and welfare?	5	CO2
Q-12	Minimum wages are paid to the workers in India. India is one of the least paid economies in the world. Explain how low levels of wages contribute to underdevelopment and economic disparities.	5	CO2

Q-13	<p>Provident fund is one of the major social security mechanisms in India. Recently it was in the news that the Government is considering the option of making withdrawal of PF money easily through any ATMs.</p> <p>Explain how this would serve or harm the basic purpose for which the PF scheme was brought in the first place</p>	5	CO2																
Q-14	<p>In 2019 to 2020 all the about 45 labor laws in India were subsumed in four new labor codes. As of today, these codes are official Indian Labor Laws but are still not notified i.e. they are not applicable on the ground. Therefore, India is in a peculiar situation whereby old labor laws are applicable on the ground, and new labor laws are yet to be implemented.</p> <p>Explain how this situation is likely to create confusion, and negatively impact smooth functioning of HR systems in establishments</p>	5	CO2																
<p style="text-align: center;">SECTION-C (3 x 10 = 30 marks)</p>																			
Q-15	<p>Suresh Tiwari works in a five-star resort as a housekeeping assistant with monthly wages of Rs. 30,000/- per month has worked for a given number of hours in a week: Suresh was asked to come on Sunday (Weekly Off) also for the week given below to do some urgent cleaning work.</p> <table border="1"><thead><tr><th>Day</th><th>Sun (Off)</th><th>Mon</th><th>Tue</th><th>Wed</th><th>Thr</th><th>Fri</th><th>Sat</th></tr></thead><tbody><tr><td>No. Hrs.</td><td>8</td><td>9</td><td>8</td><td>10</td><td>11</td><td>8</td><td>9</td></tr></tbody></table> <p>a. Will the worker be eligible for getting overtime payment for the given week? If yes, under what provision?</p> <p>b. If yes, calculate the amount of overtime payment</p>	Day	Sun (Off)	Mon	Tue	Wed	Thr	Fri	Sat	No. Hrs.	8	9	8	10	11	8	9	10	CO3
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No. Hrs.	8	9	8	10	11	8	9												
Q-16	<p>Worker Radhey Shyam with details as provided below was working as a contract worker at a Tunnel Construction Project. He suffered with a major accident at the project cite and died immediately</p> <p>Name – Radhey Shyam</p> <p>Date of Birth – 18 April 1984</p> <p>Date of joining – 16 February 2002</p> <p>Date of accident/death – 30 November 2024</p> <p>Daily wage rate – Rs. 550/- per day</p> <p>His family has approached the employer for compensation as per the Employees’ Compensation laws</p> <p>a. Calculate the compensation his dependents would get.</p> <p>b. Calculate the amount of gratuity the nominee would get.</p> <p>Excerpts from Schedule 4 are provided below:</p> <table><tr><td>Completed years of age on the last birthday</td><td>Relevant Factor</td></tr></table>	Completed years of age on the last birthday	Relevant Factor	10	CO3														
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	38 39 40 41 42	189.56 186.90 184.17 181.37 178.49		
Q-17	Explain the concept of available surplus, allocable surplus, minimum bonus, and maximum bonus. Further, explain preferably through a table how setoff and seton work		10	CO3
SECTION-D (2 x 15 = 30 marks)				
	<p>Case Study Title: <i>Balancing Equity and Efficiency: The Maternity Benefit Dilemma at GlobalTech India Pvt. Ltd.</i></p> <p>GlobalTech India Pvt. Ltd., a fast-growing IT services and product company headquartered in Bengaluru, employs around 850 people, with women constituting nearly 42% of the workforce. The company has built its reputation on a delivery-oriented culture, agile project teams, and long-term international contracts, particularly in fintech and healthcare tech domains.</p> <p>In response to the Maternity Benefit (Amendment) Act, 2017, which increased paid maternity leave from 12 to 26 weeks, the company revised its internal policies to comply. However, three years into implementation, the policy began to expose cracks in the system.</p> <p>Between 2022 and 2024, 37 women availed maternity leave, but only 14 returned to work within six months of their leave ending. Of those who returned, several reported feeling sidelined — assigned to non-core projects, passed over for promotions, and, in some cases, replaced by contractors. While the HR department advocated empathy and flexibility, project managers complained of decreased productivity, skill gaps, and client dissatisfaction.</p> <p>One high-profile case involved Ananya Mehra, a top-performing engineer leading a team on a U.S.-based healthcare product. She took maternity leave in April 2023. In her absence, her duties were handed to a male colleague on a temporary basis. Upon her return, Ananya was informed that the client had requested continuity and preferred the interim lead. She was offered a support role on a lower-visibility internal project. Ananya raised concerns with HR, citing gender bias, violation of career progression norms, and emotional stress. Her complaint sparked a formal inquiry, but the internal committee ruled that project reassignments were within managerial discretion. Frustrated, she resigned and wrote a public post on LinkedIn outlining her experience. The post went viral, receiving over 100,000 views, and was picked up by national media. Questions around inclusivity, workplace bias, and ethical HR practices became the focus of public debate.</p> <p>Meanwhile, GlobalTech's CEO received two sharply contrasting memos — one from the diversity & inclusion council urging stronger return-to-work programs, and another from the operations team citing "serious concerns" about project slippage and a 9% revenue impact due to extended leaves. Some senior leaders suggested setting</p>			

	<p>up a return ship program and flexible staffing models. Others proposed claw-back clauses or partial pay during long leaves to reduce attrition and financial loss. Now, with its reputation on the line, HR under pressure, and employee morale shaken, GlobalTech must urgently redesign its approach to maternity benefits — balancing compliance, compassion, and commercial viability.</p>		
Q-18	<p>If you were part of the HR leadership at GlobalTech, how would you redesign the maternity benefit and re-entry framework to prevent both attrition and alienation, while ensuring business continuity? Propose a data-driven, ethically sound strategy.</p>	15	CO4
Q-19	<p>Should GlobalTech consider introducing differentiated benefits or performance-linked reassignments post-leave? What are the legal, ethical, and organizational risks of doing so?</p>	15	CO4