

01741

MANAGEMENT PROGRAMME

Term-End Examination

June, 2017

MS-028 : LABOUR LAWS

Time : 3 hours

Maximum Marks : 100

(Weightage 70%)

Note : (i) *Attempt any three questions from Section-A.*

Each question carries 20 marks.

(ii) *Section-B is compulsory and carries 40 marks.*

SECTION - A

1. Briefly explain the structure and functions of the International Labour Organisation.
2. Describe the provisions relating to safety that have been made under the Factories Act, 1948.
3. Explain the provisions of the Industrial Disputes Act, 1947 relating to strikes and lock-outs.
4. What are the deductions from wages, which have been authorised by the payment of Wages Act, 1936 ?

5. Write short notes on **any three** of the following :
- (a) 'Set on' and 'Set-off' of allocable surplus under Payment of Bonus Act, 1965.
 - (b) Retrenchment and Lay-off.
 - (c) Benefits payable to female employees under the maternity Benefit Act.
 - (d) Social Justice and Labour Laws.
 - (e) Provisions relating to Leave with Wages under the Plantation Labour Act, 1951.

SECTION - B

6. Read the following case and answer the questions given at the end.

Bread produced by Bharat Bakery Ltd. is a popular item and a favourite of hotels and homes alike. The establishment has over six hundred workers and has started manufacturing Cakes, Biscuits and Pastries also for sale. Even then it is mainly known for its quality bread.

The Plant Manager Shivlal however always complained about the theft of bread as the loaves produced were always found to be much less than what he thought should be produced out of the dough mixed on the basis of common standards. Supervisory staff was cautioned. They were asked to be more careful and report as and when they found someone eating or stealing bread. The Security Officer was also asked to be strict in searching the workers when they leave for home.

Bharat Bakery 'Standing Orders' provided for termination of services as a punishment for theft of property. The workers were repeatedly warned on the loud speaker system about the provision in the standing orders of the establishment and also about the shortage of bread produced as compared to the expected

output based on the raw material provided as per common working standard and weight.

Supervisors reported that they suspected eating of slices by groups of workers and also of taking the bread out of the factory through the drivers who transport the finished product to local hotels and retail shops. Some unclaimed packets of bread were also found.

Ram Kishan of the personnel department who was recently promoted as an Assistant Personnel Manager suggested to the General Manager a new scheme. The proposal was to permit every worker two slices of bread, free of charge, if he so desires, to be issued in the canteen by the Canteen Manager to supplement his food brought from home. Ram Kishan felt that this would bring down the loss and particularly the wastage of half-eaten bread and hidden packets often found in four to five departments where bread was actually produced, sliced, packed and stored. The proposal was laughed at and criticised at first, but Shivlal the General Manager was willing to experiment it as in any case bread was being eaten or wasted by the workmen.

The General Manager issued the following order : "Any worker can collect, free of charge, two slices of bread from the Canteen Manager during lunch hour for his consumption."

The order was received well and a substantial number of workmen started collecting two slices from the Canteen Manager. Shivlal and Ram Kishan were watching the developments carefully, while other officers looked at this step as wasteful and rather immaturish. Within fifteen days the Canteen Manager reported that number of workers collecting two slices had come down

to half. The Production Foreman Devilal reported that total output per shift has increased though not what it should be as per the expected quantity based on raw material supplied. Strict watch, better supervision, search at the gate of vehicles and workers apparently proved useful. Ram Kishan thought that his proposal of free supply of two slices was one important step that reduced the wastage and theft. Shivilal partly agreed with his Asst. Personnel Manager.

The Canteen Manager who was asked to keep the General Manager informed reported further decrease in the number of slices collected by workers during lunch hour as per General Manager's orders. He reported that some took the bread slices regularly but others as and when they wanted to supplement their lunch. Devilal, the Foreman was also happy as he could provide sufficient quantity on demand.

One day, however, the Security Officer, while searching the worker Shadi Lal found two slices of bread in his lunch box. Shadi Lal admitted that those were the slices collected by him during lunch hour as per General Manager's orders. The Security Officer detained the worker, took witnesses' signatures and reported the case to the General Manager as of theft by Shadi Lal working in the packaging section of Bharat Bakery.

Questions :

- (a) Is it a case of theft ?
- (b) Will it be a case of theft if four instead of two slices were found in the lunch box of Shadi Lal ?
- (c) What action would you suggest against Shadi Lal ?