

International Islamic University Chittagong
Department of Business Administration
MBA Mid-Term Examination, Autumn-2019
Course Title: Compliance on Labour Law
Course Code: HRM-5508

Full Marks 30

Time: 2hours

Answer any *three* questions from the following. All parts of the same questions must be answered serially.

1	a. Briefly elucidate the evolution of Labor Law in Bangladesh. Explain the circumstance under which Bangladesh Labor Code is applicable.	3
	b. As an owner of the commercial establishment which conditions of employment you will consider when employing the worker?	3
	c. Classify the worker according to BLC 2006. Explain the law relating to maintenance of employee service book according to BLC 2006.	4
2	a. Define worker, officer, factory, and shop according to BLC 2006. Why letter of appointment and agreement for recruitment is important?	3
	b. Compare among discharge, retrenchment, termination, and retirement. Explain the provision relating to retirement of a worker.	3
	c. Javed and Kalam are working in the sewing department of ABC garments. Floor supervisor assigned them in the 3 rd floor to sew 50 products. But the supervisor did not fix the amount for each. Both Javed and Kalam depend on each other and did not complete their assignment duly. Knowing the event the supervisor warns them about the deduction of salary if they fail to meet their assigned duty. After that both Kalam and Javed quarreled in the working premises. The supervisor informs the occurrence to the manager. From your understanding what actions should be taken by the manager for this event according to BLC 2006?	4
3	a. Define child, adolescent, and adult. Explain the law relating to prohibition of employment of children and adolescent.	3
	b. Why medical certificate for the adolescent is essential in recruitment? After the recruitment how you will determine the working hour for the adolescent?	3
	c. What is the current situation of child labor in Bangladesh? " <i>Child labor should be prohibited in Bangladesh</i> ". What is your opinion about the statement?	4
4	a. What is meant by maternity benefits? Explain the law relating to prohibition of woman workers.	3
	b. Explain how you determine the amount of maternity benefits. What maternity benefits an employer should pay in case of death.	3
	c. An employee name Jahanara working in MGH Corporation. At the time of joining she wrote her husband name as her nominee. She is working for 5 years in the current organization. 7 months ago she has been separated legally from her husband. Last week she applied for maternity benefit because she is expecting to give birth soon. Unfortunately she was died during delivery period. How would you determine the compensation for Jahanara?	4