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4(Sem-3) IRL

2018

INDUSTRIAL RELATIONS AND

LABOUR LAWS

Paper – 3.6

(Management Major)

Full Marks – 80

Pass Marks – 24

Time – Three hours

The figures in the margin indicate full marks for the questions.

1. (A) Choose the correct option from the following :

1×5=5

(a) Statutory labour welfare work means

(i) those welfare activities which are implemented by employer because of mutual understanding of employer and employees.

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- (ii) those welfare activities which are implemented by employer because of trade union pressure.
 - (iii) those welfare activities which are implemented by employer under the laws.
 - (iv) those welfare activities which are implemented by employer because of improving efficiency.
- (b) "Industrial democracy" means
- (i) recognition of employees' rights in industry.
 - (ii) democratic rights of the union leaders.
 - (iii) taking interest by the workers in their jobs.
 - (iv) democratic rights to vote in election of peoples' representatives.
- (c) Which one of the following is not tripartite body for discussion and consultation on labour issues ?
- (i) Committee on conventions
 - (ii) Works committees

(iii) Standing labour committee

(iv) Industrial committees.

(d) Which one of the following is Bipartite body ?

(i) Works committees

(ii) Indian labour conference

(iii) International labour organisation

(iv) Central implementation and evaluation committees.

(e) Which one of the following is not a restriction in regard to employment of women under Sec. 66(1) of Factories Act, 1948 ?

(i) No exemption for the provisions of Sec. 54 may be granted in respect of any woman.

(ii) No woman shall be required or allowed to work in any factory except between the hours of 6 a.m. and 7 p.m.

(iii) There shall be no change of shifts except after weekly holidays or any other holidays.

- (iv) No woman who has completed her 24 years of age shall be required or allowed to work in any factory.

B. State whether the following statements are true or false : $1 \times 5 = 5$

- (i) Conciliation is a method of resolving the industrial conflict with the help of third party.
- (ii) Retrenchment includes voluntary retirement of the workman.
- (iii) Cessation of work is the essential element of strike.
- (iv) A trade union is usually a permanent body. Members may come and go but the trade union remains.
- (v) As per the Plantation Labour Act, 1951, an 'Adolescent' means a person who has completed his/her eighteenth year.

2. Answer the following questions in brief.

$2 \times 5 = 10$

- (i) What are the features of labour welfare measures ?
- (ii) Mention two non-economic causes of industrial disputes.

- (iii) What is adjudication ?
- (iv) Mention the working hours for children under Sec. 71(1) of Factories Act, 1948.
- (v) Mention two provisions regarding health under 'The Plantation Labour Act, 1951'.
3. Answer any *four* questions from the following :
5×4=20
- (i) Explain any five factors affecting industrial relations.
- (ii) Write any five rights and privileges of a registered trade union.
- (iii) Explain the importance of participative management.
- (iv) Explain the concept of 'lay-off' and 'lock-out'.
- (v) What are the aims and objectives of the 'Mines Act, 1952' ?
- (vi) What are the objects of the 'Payment of Bonus Act, 1965'?
4. (a) Explain the scope and significance of industrial relations.
3+7=10

Or

What are the classifications or types of labour welfare activities. 10

5. Explain the various forms of industrial disputes. 10

Or

What are the steps that can be taken to encourage collective bargaining in India ? 10

6. Explain the three-tier system of adjudication in brief. 10

Or

Define trade union and explain the features of the 'Trade Unions, Act, 1926'. 2+8=10

7. Explain the scope and features of 'Factories Act, 1948.' 2+8=10

Or

Explain the conditions governing payment of compensation under the 'Workmen's Compensation Act, 1923.' 10