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4 (Sem 3) IRL

2014

**INDUSTRIAL RELATIONS AND  
LABOUR LAWS**

**Paper : 306(M)**

Full Marks : 80

Time : Three hours

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

- I. Choose the correct option from the following :  
1×5=5
- (i) "Extra mural welfare work" means
- (a) Welfare work inside the factory
  - (b) Mutual welfare work
  - (c) Welfare work outside the factory
  - (d) Statutory welfare work
- (ii) Central Board for Workers Education (CBWE) was set up by the Government of India in the year
- (a) 1948
  - (b) 1958
  - (c) 1920
  - (d) 1926

Contd.

(iii) The Industrial Disputes Act, 1947 provides for the setting up a Works Committee in all concerns employing

- (a) more than five hundred workers
- (b) more than fifty workers
- (c) more than two hundred workers
- (d) more than one hundred workers

(iv) Under Section 2 of the Factories Act, 1948 a 'child' means a person who has not completed his

- (a) twelfth year of age
- (b) thirteenth year of age
- (c) fourteenth year of age
- (d) fifteenth year of age

(v) Which section of the Payment of Bonus Act, 1965 provides for the minimum bonus payable to an employee in an accounting year?

- (a) Section 9
- (b) Section 10
- (c) Section 11
- (d) Section 12

2. Provide brief answers to the following : *(any five)*

3×5=15

(i) Define Industrial Relations

(ii) Mention *two* impacts of strike on the workers.

(iii) Explain the concept of collective bargaining.

(iv) Mention *two* provisions to safeguard the health and life of the workers as outlined in the Factories Act, 1948.

(v) What is the mode of payment as per the Payment of Wages Act, 1936?

(vi) Write *two* aims and objects of the Mines Act, 1952

(vii) What is Marxist Approach of industrial relations?

(viii) State *two* significance of Labour Welfare Services.

3. Discuss the factors affecting industrial relations.

12

**Or**

What are the facilitative labour welfare services?

Mention the duties of Labour Welfare Officer.

8+4

4. Explain the process of collective bargaining. What are the reasons for limited success of collective bargaining in India?

6+6

*Or*

What are the tripartite bodies ? Discuss. 12

5. What is conciliation ? Explain in brief the various methods of conciliation as provided in the Industrial Disputes Act. 4+8

*Or*

Discuss the three-tier system of adjudication in India. 12

6. What is a registered trade union ? Explain the process of registration of trade union. 2+10

*Or*

Define the term "strike" and "lock-out". Under what conditions a strike or lock-out is illegal under the Industrial Disputes Act, 1947 ? 4+8

7. How would you determine the minimum and maximum bonus payable in an accounting year under the provisions of the Payment of Bonus Act, 1965 ? 12

*Or*

What are the aims and objectives of the Mines Act, 1952 ? Explain the term "owner" as per the Act. 10+2