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4 (Sem 3) IRL

2015

**INDUSTRIAL RELATIONS
AND LABOUR LAWS**

(Major)

Paper : M-306

Full Marks – 80

Time – Three hours

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

1. Choose the correct option from the following :
1×5=5

(i) "Industrial Democracy" means

- (a) Democratic rights of the workers
- (b) Democratic rights to vote in election of peoples' representatives.
- (c) Taking interest by the workers in their jobs.
- (d) Consultation between the workers and the management.

[Turn over

(ii) Which one of the following is not a tripartite body for discussion and consultation on labour issues ?

- (a) Indian Labour Conference
- (b) Works Committees
- (c) Standing Labour Committee
- (d) Industrial Committees.

(iii) Under which section of Industrial Disputes Act, 1947, the appropriate government may constitute a labour court by making notification in the official gazette ?

- (a) Section 6
- (b) Section 7
- (c) Section 8
- (d) Section 9

(iv) Which one of the following is not a provision regarding health under the Plantation Labour Act, 1951 ?

- (a) Drinking Water
- (b) Creches for Children
- (c) Medical Facilities
- (d) Conservancy.

(v) Bhartiya Mazdoor Sangha (BMS) was formed in 1959 and dominated by

- (a) Communist Party of India (CPI)
- (b) Congress Party
- (c) Bhartiya Janata Party
- (d) Socialist Party

2. Provide brief answers to any *five* of the following :
3×5=15

(i) Explain three factors affecting industrial relations.

(ii) Explain the terms 'voluntary', 'statutory' and 'mutual' welfare work.

(iii) What are the objectives of the Central Board for Workers Education (CBWE) ?

(iv) Discuss three economic causes of industrial disputes.

(v) Explain three rights and privileges of a registered Trade Union.

(vi) State three provisions relating to health under the Factories Act, 1948.

(vii) What are the objects of the Payment of Bonus Act, 1965 ?

(viii) Write three authorized deductions under the Payment of Wages Act, 1936.

3. Discuss the 'employer', 'employee' and 'government' role in industrial relations. 12

Or

Who is a labour welfare officer ? Explain the various duties of labour welfare officer.

4+8=12

4. Discuss the different forms or methods of workers' participation in management. 12

Or

What are the major problems in Indian Trade Union movement ? Suggest a few measures to strengthen the functioning of Trade Unions.

6+6=12

5. What is 'voluntary' and 'compulsory' arbitration ? Explain the arbitration procedure. 6+6=12

Or

"Intervention by third party is essential for a rational and easy settlement of industrial disputes in India." Discuss. 12

6. What are the essential features of 'lay-off' and 'retrenchment' ? State the provisions for re-employment of retrenched workers under the Industrial Disputes Act, 1947. 4+4+4=12

Or

Discuss the important provisions for protection of women workers and young persons under the Factories Act, 1948. 6+6=12

7. Discuss the various provisions regarding health and welfare of labour under the Plantation Labour Act, 1951. 6+6=12

Or

What is 'minimum' and 'maximum' bonus payable in an accounting year ? Under what conditions an employee is disqualified to receive bonus under the Payment of Bonus Act, 1965 ?

4+8=12