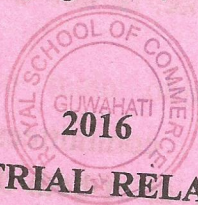


Total No. of printed pages = 4

4 (Sem-3) IRL



**INDUSTRIAL RELATIONS  
AND LABOUR LAWS**

Paper : 306

(Management Major)

Full Marks – 80

Time – Three hours

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

1. State whether the following statements are True  
or False : 1×10=10

- (a) Sec. 49 of the Factories Act, 1948 provides that in every factory wherein 500 or more workers are employed, the employer shall appoint at least one welfare officer.
- (b) Sec. 2 of the Factories Act, 1948 defines 'child' as a person who has not completed his eighteenth years of age.
- (c) Labour welfare measures are flexible and ever changing. New welfare schemes are added to the existing ones at different times.

[Turn over

(d) Hunger strike is not a form of industrial disputes.

(e) The work committees consist of the representatives of both the employer and the employees in an establishment.

(f) Legal provisions are made under the Industrial Disputes Act, 1947 for settling the disputes, consists of the following :

(i) Collective Bargaining

(ii) Standing Labour Committees.

(g) National Tribunals deal with the disputes referred to them by the government.

(h) The standing order drafted by the employer is certified by the certifying officer under Sec. 5 of the Industrial Employment (Standing order) Act, 1946.

(i) Retrenchment includes voluntary retirement of the workman.

(j) Lock-out means the permanent closing of place of employment.

2. Answer the following questions in brief :

2×5=10

(a) Write two main objectives of industrial relations.

(b) Write two important causes of industrial disputes.

(c) What is arbitration ?

(d) Write two features of the Trade Union Act, 1926.

(e) Write any two features of the Contract Labour (Regulation and abolition) Act, 1970.

3. Answer any *four* questions from the following :

5×4=20

(a) Explain the importance of labour welfare services.

(b) Explain the importance of participative management.

(c) What is adjudication ?

(d) Explain the concept of 'lay-off' and 'lock-out'.

(e) What are the various provisions regarding welfare of worker under the Factories Act, 1948 ?

(f) What are the aims and objectives of the Mines Act, 1952 ?

4. Discuss the essential conditions for promoting and maintaining sound industrial relations. 10

Or

State the various nature of labour welfare activities.

5. Explain in details the different forms of industrial disputes prevalent in India. 10

Or

Explain the concept of collective bargaining and its various forms.

6. Explain the duties and liabilities of a 'registered trade union' under the Trade Union Act, 1926. 10

Or

Explain some important provisions relating to health under the Factories (amendment) Act, 1954.

7. What are the statutory provisions on child labour under the Child Labour (prohibition and regulation) Act, 1986 ? 10

Or

What are the various conditions governing payment of compensation under the Workmen's Compensation Act, 1923 ?