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4 (Sem-3) IRL

2019

**INDUSTRIAL RELATION 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. Choose the correct option from the following :
1×10=10

(i) How many participants are actively associated with industrial relation system ?

(a) Two

(b) Three

(c) Four

(d) Five

(ii) Welfare work outside the factory is termed as

(a) Statutory welfare work

(b) Mutual welfare work

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- (c) Extramural welfare work
 - (d) Voluntary welfare work
- (iii) Which one of the following is not a form of industrial dispute ?
- (a) Strike
 - (b) Sit-down strike
 - (c) Gherao
 - (d) Communication between two parties
- (iv) Tripartite bodies consisting of representatives of
- (a) Management
 - (b) Workers
 - (c) Government
 - (d) All of the above
- (v) According to the Child Labour (Prohibition and Regulation) Act, 1986, child means a person who has not completed
- (a) fifteen years of age
 - (b) fourteen years of age
 - (c) eighteen years of age
 - (d) twelve years of age

(vi) An employee is eligible for bonus (as per the Payment of Bonus Act, 1965) provided he has worked for at least

(a) 45 days in that year

(b) 50 days in that year

(c) 30 days in that year

(d) 100 days in that year

(vii) According to the Factories Act, 1948, 'Child means a person who has not completed his / her

(a) fourteen years of age

(b) fifteen years of age

(c) sixteen years of age

(d) seventeen years of age

(viii) Retrenchment means

(a) Voluntary retirement

(b) Retirement of workman on reaching the age of superannuation

(c) Retirement because of ill health

(d) The discharge of surplus staff by the employer.

(ix) Indian National Trade Union Congress (INTUC) was established in the year of

(a) 1946

(b) 1947

(c) 1948

(d) 1949

(x) The Payment of Bonus Act, 1965 is not applicable in case the number of employees fall below :

(a) 5

(b) 10

(c) 20

(d) 100

2. Write briefly on the following within 50 words each : $2 \times 5 = 10$

(i) Write four objectives of industrial relation.

(ii) Write any two duties of labour welfare officer.

(iii) Mention any four differences between grievances and disputes.

(iv) Mention any four reasons for limited success of collective bargaining.

(v) Mention any two objectives of workers' participation in management.

3. Answer any *four* questions from the following :
5×4=20

- (i) What are the functions of Trade union ?
- (ii) Explain voluntary and compulsory arbitration.
- (iii) Explain the characteristics of Trade union.
- (iv) What is 'Lock-out' under section 2(1) of the Industrial Disputes Act, 1947 ?
- (v) Write the differences between retrenchment and lay-off.
- (vi) Write the provisions regarding employment of women workers under the Factories Act, 1948.

4. How do you determine the minimum and maximum bonus payable in an accounting year as per Payment of Bonus Act, 1965 ? 5+5=10

Or

What are the deductions from bonus payable in an accounting year as per the Payment of Bonus Act, 1965 ?

5. What are the authorised deductions as per the Payment of Wages Act, 1936 ? 10

Or

Discuss the different forms or methods of workers' participation in management. 10

6. Explain the main features and welfare measures for contract labour as per the Contract Labour (Regulation and Abolition) Act, 1970. 10

Or

Write the objectives of workers' education and suggest few measures for the improvement of workers' education in India. 10

7. What are the objectives of Trade unions and also discuss the problems of the Indian Trade Union movement ? 5+5=10

Or

What are the provisions regarding welfare of workers in the Factories (Amendment) Act, 1954 ? 10