

Industrial and Labour Economics (QP Code 53335)

NB: Answers are only indicative and not exhaustive

Q1 A) Characteristics of Indian Labour Market

Migratory character, low education levels, heterogeneous in composition, increasing stability in recent decades, organized labour in large industries, unorganized labour in small-scale industries, shift from household industry to non-household industry, absenteeism and high turnover

B) Problems of Child labours- Concept of CL, incidence, causes, effects, measures by Govt

C) Main Recommendations of the 2nd NCL

To suggest rationalisation of existing laws relating to labour in the organised sector and to suggest an 'umbrella legislation' for ensuring a minimum level of protection to the workers in the unorganized sector

Q2 A) Definition of Trade Union and its Problems

According to Sidney and Beatrice Webb, 'A trade union is a continuous association of wage-earners for the purpose of maintaining or improving the conditions of their working lives'.

Problems faced by Indian Trade Unions- Uneven of Trade Growth, Diversity of Workers, Financial Instability, Outside Leadership, Too Many Minute Unions, Politicization Unions, Inter-Union Rivalries, Intra-Union Rivalries

B) Evolution of Trade Union movement in India Historical development of trade unionism in India under various periods: 1875-1918 (The Social Welfare Period of Indian Trade Union Movement), 1918-24 (Early Indian Trade Union period), 1924-1935 (the period of Militant or Left Wing Trade Unionism), 1935-39 (the period of Trade Union Unity), 1939-46 (the period of Polarization of Trade Union Movement), the Post War and Post Independence period (the period since 1947), the period of Political Pluralism of Trade Union Movement

C) Note on Outside Leadership in trade unions in India

Factors contributing to the persistence of outsiders in the Indian trade union movement: Relative Immaturity of the Indian Trade Union Movement, Hold of Political Parties, Sociological Factors, Fear of Victimization, Illiteracy of Indian Workers and Language Difficulties, Small base of the Indian Trade Unions and their poor Financial Resources, The Role of the State and the Increasing Prestige of Politicians

Q3 A) Methods of settling industrial disputes without State intervention

Collective Bargaining, Voluntary Arbitration

B) Concept of collective bargaining and its pre-requisites for success.

Prerequisites for success of collective bargaining- Careful selection of negotiating team, recognition of union by the management, open mind and listening to other parties, both the negotiating parties should be able to identify grievances, Right to organize and Right to collective bargaining should be accepted by the management, strong and stable trade union, attitude of employer and trade unions, a suitable framework.

10 102

②

C) Forms of workers participation in management- Information participation, Consultative participation, Associate Participation, Administrative participation and Decisive participation etc

Q4 A) Principles of Labour Welfare

Adequacy of wages, social responsibility of industry, efficiency, re-personalisation, totality of welfare, co-ordination, association, responsibility, accountability

B) Social security measures adopted in India

Workmen's Compensation Act 1923, Employees' State Insurance Act, 1948, Maternity Benefits Act, 1961, The Employees' Provident Fund and Miscellaneous Provisions Act, 1952, The Payment of Gratuity Act, 1972, The Employees' Pension Scheme, 1995

C) Impact of ILO conventions on the Indian labour legislations

ILO Resolutions have been a reference for both labour legislation and practices in India, eg - The Factories Act 1881, Mines Act 1923, Trade Union Act and Payment of Wages Act, The Weekly Holidays Act of 1942, The Industrial Disputes Act, 1947, The Industrial Employment (Standing Orders) Act, 1946

Q5A) Problems of female Labours in India.Suggestions.

Problems- Low participation of women in labour force, participation varies across rural-urban areas, majority work in unorganised sector, sexual bias in the division of labour, lower wages than men, threat of displacement, sexual harassment at work place

Suggestions- Equal pay for equal work,Effective implementation of labour legislation, Educational facilities for women,Proper treatment,Appropriate wages

B) Functions: Intra-Mural Activities or Militant Functions, Extra-Mural Activities or Fraternal Functions, Political Functions, International Activities of Trade Unions

C) Causes of Industrial Disputes

Industry related factors, Management related factors, Government related factors, Other factors

D) Role of Labour Welfare Officer

Supervision of safety, health and welfare programmes, Counseling workers, Advise management on formulating labour and welfare policies, Liaison with workers and management for harmonious industrial relations in the plant, Liaison with outside agencies

---