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Q. 1. A) Main characteristics of the Indian labour market:

- Relation between Buyer & Seller.
- Local Nature.
- Lack of Mobility.
- Imperfect Market.
- Buyer's Monopoly.
- Unequal distribution of Profit.

B) Problems of Women labour:

- 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
- Equal Pay for Equal Work.
- Effective implementation of labour Legislation.
- Education Facilities for Women labour
- Proper treatment.
- Appropriate wages.

C) Recommendations of the 2nd National Commission on Labour.

1. There should be uniform policy on holidays.
2. Flexibility in the hours of work per week and compensation for overtime
3. Attempt to change the basis of tenure in all jobs
4. Government must fix a cut off limit of remuneration
5. Keep all the supervisory personnel
6. Existing of labour laws should be broadly grouped –
 - a. Industrial Relations
 - b. Wages
 - c. Social Security
 - d. Safety
 - e. Welfare and working conditions and so on
7. Minimum level of protection against unfair removal or dismissal

Q. 2. A) Important Function of Trade Union.

- Internal Activities:
 - To help for getting the Reasonable Wages.
 - To determine Hours of work.
 - To improve working conditions.
 - To get participation in Industrial Management.
 - To get share in the profit.
- External Activities:
 - To make proper Housing Arrangements.
 - To make essential Arrangements for Housing.

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- To provide Educational facilities.
- To make Arrangements for Entertainment.
- To provide Financial Assistance.
- To give legal advice.
- Political functions:

B) Historical Evolution of trade Union movement in India:

A) Origin of trade Union & before Independence Period movement in India.

- First Stage-1875 to 1905.
- Second Stage-1905 to 1918.
- Third Stage-1918 to 1924.
- Fourth Stage-1924 to 1939.
- Fifth Stage-1939 to 1946.

C) Main Problems of Trade Unions in India:

- Decrease in the size of Trade Unions.
- Uneducatedness of labour.
- Unfavorable Policy of Employers.
- Migration of Labour.
- Poverty of Labour.
- Lack of Integrity.
- Impact of Intermediaries.

Q. 3. A) Main causes of Industries disputes:

- Wages & Dearness Allowance.
- Working conditions & Hours of work.
- Rationalisation.
- Termination of Labour.
- Rivalry between Labour & Employers.
- Labour Recruitment methods.
- Indiscipline.
- Outside leadership in trade Union.
- Lack of Collective Bargaining.
- Lack of Basic Facilities.

B) Methods of settlement mechanism, with state intervention, for solving industrial disputes:

- Works Committee.
- Arbitration.
- Conciliation officer.
- Conciliation Board.
- Court of Enquiry.
- Labour Court.
- Industrial Tribunal.
- National Tribunal.

C) Objectives of workers participation in management

- Increase in productivity
- Satisfaction of workers
- Promote mutual understanding between management and workers
- Establish and encourage good
- Communication system at all levels
- Create and promote sense of belongingness among workers
- Help handle resistance to change
- Create a sense of commitment to decision.

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Q. 4. A) What is labour welfare? Discuss its principles:

Definition of labour welfare.& various Principles of labour welfare:

- Appropriate Wages.
- Preference to Basic Needs.
- Proper use of facilities.
- Planning of labour welfare.
- Preference to objective of labour welfare.
- Honour of feelings of labour.

B) various social security measure adopted in India:

- Workmen's Compensation Act-1923.
- The Employees Provident Fund Act-1952.
- The Coal Mines Provident Fund and Bonus -1948.
- The Maternity Benefit Act-1961.
- The Employees State Insurance Act-1948.
- Others Acts.

C) Impact of ILO conventions on the Indian labour legislations:

Answer ;-

1. Conventions
2. Recommendations
3. Labour Code

Q. 5. Short notes:

A) Problems of Child labour:

- Inadequate Wages.
- Excessive working Hours.
- Lack of Facilities.
- Insulting Treatment.
- Negligence of Health.
- Decrease in Social Development.

B) Focus on the important factors for increasing strength of Indian labour Union movement.

Answer :- Factors for increasing strength of Indian labour Union movement –

1. Government policy
2. Awareness regarding rights
3. Effective leadership
4. Benefits of democratic state
5. Patrimony of central labour ministers

C) Features of collective bargaining:

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- It is a group action.
- It is a process.
- It is a continues process.
- It is a bipartite process.
- It is a flexible & mobile & not fixed or static process.
- It is a dynamic.
- It is a industrial democracy at work.
- It is a complementary & not a competitive process.
- It is an art.

D) Social Insurance

Answer :-

1. It is part of personnel security
2. Security from own funds
3. Professional insurance is part of personnel insurance
4. Lack of group assistance