

Industrial and Labour Economics –Paper-XV

Answer Key

Q.1. Answer any two of the following: -

70126

20

a. State the major problems of child labour

1. Inadequate Wages.
2. Excessive working Hours.
3. Lack of Facilities.
4. Insulting Treatment.
5. Negligence of Health.
6. Decrease in Social Development

b. Discuss the problems faced by the female labour in India.

Answer: - Problems-

1. Low participation of women in labour force
2. Participation varies across rural-urban areas
3. Majority work in unorganized sector
4. Sexual bias in the division of labour
5. Lower wages than men, threat of displacement
6. Sexual harassment at work place

c. Explain the impact of globalization on Indian labour market.

Answer: - the impact of globalization on Indian labour market –

1. Increase in labour problems
2. Decline in industrial employment
3. Decreasing labours in organized sector
4. Increase in labours in unorganized sector
5. Unfair and irregular wages
6. Increase in daily wage labours
7. Lack of security of jobs

Q.2. Answer any two of the following: -

20

a. Write down the problems of Indian trade unions.

Answer: - Deficiencies of Indian Labour Unions –

1. Decrease in the size of Trade Unions
2. Uneducated labour
3. Migration of labour
4. Poverty of labour
5. Lack of integrity
6. Unfavorable policy of employment
7. Impact of intermediaries

b. Write down the factors responsible for increasing strength of Indian labour Union movement.

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

2

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

C. Note on Outside Leadership in trade unions in India

Factors contributing to the persistence of outsiders in the Indian trade union

Movement:

1. Relative Immaturity of the Indian Trade Union Movement
2. Hold of Political Parties, Sociological Factors
3. Fear of Victimization
4. Illiteracy of Indian Workers and Language Difficulties
5. Small base of the Indian Trade Unions and their poor Financial Resources
6. The Role of the State and the Increasing Prestige of Politicians

Q.3. Answer any two of the following: -

20

- a. Explain the concept of Collective Bargaining and discuss its features.

Answer:- features-

- 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.

- b. Write down the prerequisites of collective bargaining.

Answer : prerequisites of collective bargaining –

1. Strong Representative trade union
2. Strong and enlightened management
3. Agreement on basic objectives
4. Fact-finding approach
5. Proper Records
6. Local management should be delegated proper authority
7. Unfair labour practices must be avoided

- c. Write down the objectives of labour participation in industrial management.

Answer :- Advantages of labour participation in industrial management –

1. Economic
2. Social
3. Humanitarian

Q.4. Answer any two of the following: -

20

- a. Explain the concept of Labour Welfare and discuss its principles.

Answer :- Definition & various Principles of labour welfare-

1. Appropriate Wages.
2. Preference to Basic Needs.

3

3. Proper use of facilities.
4. Planning of labour welfare.
5. Preference to objective of labour welfare.
6. Honour of feelings

b. Discuss on the labour welfare functions by labour unions.

Answer :- Advantages of labour welfare functions –

1. Educational functions
2. Publication functions
3. Cooperative Functions
4. Housing Functions
5. Functions of various committees
6. Labour welfare center
7. Statutory Functions
8. National Emergency and National Integrity

c. Explain various plans of social security in India.

Answer :- various plans of Social Security :-

1. Central Government-
 - a. The plantation Labour Act-1951
 - b. The mine Act-1952
 - c. The Dock workers Act-1966
 - d. The Motor Transport Act-1961Sickness benefit
Maternity Benefit
Disablement Benefit
Medical Benefit

Q.5. Answer any two of the following: -

20

a. 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

b. Functions of Trade Union

Answer:-

Functions of Trade Union

1. To help for getting the reasonable wages
2. To determine hours of work
3. To improve working conditions
4. To get participation in Industrial Management
5. To get share in the profit
6. To make proper housing arrangements
7. To provide education
8. To make arrangement for libraries
9. Explain the historical evolution of Trade Union in India and its present status.

c. Methods of solving industrial disputes:

Answer:- Works Committee.

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

d. Social assistance

Answer :-

1. Social assistance is only give by central and state government
2. No discrimination is made
3. No need to any interest on given assistance
4. No right of demand the assistance to any person
5. The basic behind assistance is to reduce the gap between poor's and rich