

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

a. Suggest measures to solve the problems of female labours in India.

Answer : - Measures to solve the problem of female labours –

1. Equal pay for equal work
2. Effective implementation of labour legislation
3. Educational facilities for women
4. Proper treatment
5. Appropriate wages

b. Exit Policy : -

Answer :- Exit Policy

1. To Increase the rate of industrial Growth
2. To reduce the excess labour
3. To make easy mobility from one sector to another sector
4. To increase the productivity of sick industry
5. To reduce the expenditure of production and increase profit

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 :-

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a. Write down the definition of labour organization and discuss on the internal Functions of labour organization.

Answer : definition and internal functions of labour organization -

Definition - 'labour organization is a continuous association of wage earners for the purpose of maintain or improving the condition of their work'.

Internal functions of labour organization :-

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

b. Write down the factors responsible 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. Write down the problems of Indian trade unions.

Answer :- Deficiencies of Indian Labour Unions –

6. Decrease in the size of Trade Unions
7. Uneducated labour
8. Migration of labour
9. Poverty of labour
10. Lack of integrity
11. Unfavorable policy of employment
12. Impact of intermediaries

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

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a. Define industrial disputes and explain its causes.

- Answer:-
1. Economic
 2. Managements attitude to labour
 3. Government Machinery
 4. Other causes

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 :-

a. Focus on the principles of labour welfare.

Answer :- principles of labour welfare

1. Appropriate wages
2. Preference to basic needs
3. Proper use of facilities
4. Planning of labour welfare
5. Preference to objectives of labour welfare
6. Honour of feelings of labour

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-1961
 - Sickness benefit
 - Maternity Benefit
 - Disablement Benefit
 - Medical Benefit

Q.5. Write short note on three of the following :-

a. Recommendations on the Second National commission on labour

Answer :-

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. Outside Leadership

Answer :-

1. Social assistance is only give by central and state government.
2. No discrimination
3. No need to any interest on given assistance
4. No right of demand the assistance to nay person

c. Forms of workers participation in management in India

Answer ;-

1. Joint Consultation
2. Co-determination or Co-management
3. Workers Control
4. Works Committee
5. Joint Management Councils
6. Standing Orders

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