

- (d) None of the above
- 1-g. Minimum Wages Act, 1948 requires _____ to fix minimum rates of wages in respect of employment specified in the schedule. (CO4) 1
- (a) Central Government
(b) State Government
(c) Local Administration
(d) Appropriate Government
- 1-h. Which of the following benefits have not been provided under the Employee's State Insurance Act, 1948? (CO4) 1
- (a) Sickness Benefit
(b) Unemployment Allowance
(c) Children's' Allowance
(d) Disablement Benefit
- 1-i. The minimum bonus which an employer is required to pay even if he suffers losses during the accounting year or there is no allocable surplus is ----- % of the salary or wages during the accounting year. (CO5) 1
- (a) 10
(b) 20
(c) 8.33
(d) 5
- 1-j. What are the qualifying years of service to claim gratuity?(CO5) 1
- (a) 15 years
(b) 10 years
(c) 5 years
(d) No such prescription

2. Attempt all parts:-

- 2.a. Define Gandhian approach of Industrial relations. (CO1) 2
- 2.b. Point out any two objectives of Standing Orders Act,1961. (CO2) 2
- 2.c. State the working hours of woman and child in factories Act. (CO3) 2
- 2.d. Define principal employer under The Contract Labor (Abolition & regulative) Act,1970. (CO4) 2
- 2.e. Mention any two salient features of the Code on Social Security Bill, 2020. (CO5) 2

SECTION B

30

3. Answer any five of the following:-

- 3-a. Discuss the problems of trade unions in India.(CO1) 6
- 3-b. Discuss the concept of worker's participation in management. Enlist its objectives to support your answer. (CO1) 6
- 3-c. Explain the characteristics of Joint council, Plant council and Shop council. (CO2) 6
- 3-d. Elaborate the causes of grievances in an organisation.(CO2) 6
- 3.e. Discuss the provisions covered under The shop & Establishment Act, 1948. (CO3) 6
- 3.f. Briefly point out the powers of Central Government under Employee State Insurance Act,1948. (CO4) 6
- 3.g. Enumerate the duties of an employee under Occupational Safety, Health and Working Conditions Code, 2020. (CO5) 6

SECTION C

50

4. Answer any one of the following:-

- 4 Discuss the major problems faced by Indian trade unions. Also discuss the reasons for the 10

- small growth of Indian Trade unions .According to you what can be the suggestions to enhance the growth and success of trade unions in India?(CO1)
- 4 Explain the effects of globalisation and nationalization on Industrial relations in India. (CO1) 10
5. Answer any one of the following:-
- 5-a. Elaborate the grievance handling procedure for a medium-sized textile mill and explain the benefits of the procedure. (CO2) 10
- 5-b. "Collective Bargaining is of great significance to both employers and employees". Explain the above statement highlighting the significance of collective bargaining under Indian Context.(CO2) 10
6. Answer any one of the following:-
- 6-a. "The scope and functions of Labour Court, Industrial Tribunal and National Tribunal are different". Analyse the given statement. (CO3) 10
- 6-b. Explain the provisions regarding strikes and lockout as per The Industrial Disputes Act, 1947. (CO3) 10
7. Answer any one of the following:-
- 7-a. "No child shall be required or permitted to work in any establishment in excess of such number of hours as may be prescribed for such establishment or class of establishments." Enumerate the above statement in context to the Child Labour (Prohibition & Regulation) Act, 1986 and its latest amendment. (CO4) 10
- 7-b. Enumerate the provisions regarding responsibility of payment of wages under the Contract Labour (Regulation and Abolition) Act, 1970. (CO4) 10
8. Answer any one of the following:-
- 8-a. Write a note on the below mentioned as per Payment of Bonus Act, 1965: (CO5) 10
 (a) Powers of Inspectors
 (b) Duties of Employer
- 8-b. Explain the formula of calculating gratuity amount. Also explain the process of determining the working days along with formula. Mention relevant examples to explain the each condition. (CO5) 10