

## P09/HR2304/EE/20160526

Time : 3 Hours

Marks : 80

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### Instructions :

1. All Questions are Compulsory.
  2. Each Sub-question carry 5 marks.
  3. Each Sub-question should be answered between 75 to 100 words. Write every questions answer on separate page.
  4. Question paper of 80 Marks, it will be converted in to your programme structure marks.
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1. Solve any **four** sub-questions.
  - a) Discuss in brief the constitutional framework in the light of industrial relations. 5
  - b) State the guidelines and norms laid by the supreme court in Vishaka V. union of India. 5
  - c) What changed has occurred in the outlook of labour management relations due to industrialization? 5
  - d) Define term “Workman”. 5
  - e) What are the objectives of Trade Unions? 5
2. Solve any **four** sub-questions.
  - a) What are the rules of a Trade Union to be registered? 5
  - b) What are the grounds for cancellation of Registration of Trade Union? 5
  - c) What do you understand by “Inter-Union” and Intra-union Rivalries? 5
  - d) What are the objectives of raising separate political funds of a Trade Union? 5
  - e) Discuss the provisions regarding grant of immunity to registered Trade Unions from civil suits. 5

3. Solve any **four** sub-questions.

- a) What is the need for recognition of Trade Unions? 5
- b) What are subjects of collective Bargaining? 5
- c) What are the unfair labour practices on the part of workmen and their Trade Union? 5
- d) Define the term “Industry”. Are religious institution and co-operative societies included in the definition of industry. Give reasons. 5
- e) Discuss whether Domestic Servant and Gardener are included in the definition of workmen. 5

4. Solve any **four** sub-questions.

- a) What do you mean by “Voluntary Arbitration”? 5
- b) What is the judicial interpretation of “Award”? 5
- c) Discuss in brief the forms of “Strike”. 5
- d) Why “Bandh” is called Illegal and unconstitutional in *Bharat Kumar K Palicha V. State of Kerala*? 5
- e) What is the position regarding Government servants right to strike? 5

