**Industrial Relations & Labour Laws**

**December 2021 Examination**

**1. 'The Industrial Relations Policy has two basic objectives viz. prevention and peaceful settlement of disputes, and promotion of good industrial relations via labor management and cooperation,' comment on the statement giving due consideration to causes and policy framed by Government to tackle industrial unrest in India. (10 Marks)**

**Ans 1.**

**Introduction:**

We have always thought of business relations as a firefighting role. Its best after the difficulty has erupted that the IR expert comes into motion. To the point that certain IR men have been accused of deliberately inflaming the scenario to increase their significance within the organization. Employers use retrenchment, dismissals, lockouts, and other strategies to reveal their strength over the economic workforce. Because of industrial disturbance, the financial system suffers, and the national profits fall. The percentage of lost individual days because of Its Half solved only

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**2. Give a brief on Maruti Manesar Violence. What were the main reasons for conflict? (10 Marks)**

**Ans 2.**

**Introduction:**

One Maruti employee was killed, and over 100 others were injured in July 2012 violence at the Maruti Manesar plant. Thirty-one employees had been convicted, while 117 others had been acquitted. The event changed into sparked by a disciplinary dispute with one of the corporation's employees. Some demands have been made by using the unions that were omitted by the control, such as the same salary for contract people as permanent employees. Because of the violence on the Maruti Suzuki manufacturing plant in Manesar in 2012, 31 employees were found guilty by

**3. What is the impact of a pandemic on labor laws in China w.r.t?**

**a. Working hours and leaves (5 Marks)**

**Ans 3a.**

**Introduction:**

Economic and labor market shocks have already emerged because of the crisis, affecting no longer simply delivery (production of products and offerings) but additionally demand (consumption and funding). Because of production disruptions that began in Asia, international

**b. Protection measures and compensation (5 Marks)**

**Ans 3b.**

**Introduction:**

In the beginning, workers' compensation turned to offer medical remedies for injured people on the activity. Lasting incapacity benefits have been brought later, and similarly, task displacement education (vocational rehabilitation) and demise benefits were provided to surviving spouses,