Industrial Relations and Labor Law

**April 2022 Examination**

# 

**Q1. Maternity benefit is a very important in labour laws’, Comment giving explanation on the evolution and development of maternity policies. (10 Marks)**

# Answer 1.

## Introduction

Labour laws could function as a bridge connecting employees, employers, union leaders, and the management. Labor members of the family law regulate the 3-manner relationships between people, owners, and unions. Independent labor regulation addresses people's phrases and situations through the employment agreement. Labour law is the diverse series of legislation that governs jobs, wages, running conditions, labor unions, together with people's rights. The word encompasses both welfare benefits and insurance benefits in its broadest definition. Labour law strives to remedy the strength differential among the contractor and the worker; to prohibit the Its Half solved only

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**Q2. ‘The relevance of Gandhi’s basic principles i.e. non-violence, truth, satyagraha, cooperation, and trusteeship as a means to attain harmonious industrial relations and resolve the conflict between labour and capital in the 21st century’. Explain. (10 Marks)**

# Answer 2.

## Introduction

Gandhi's perspectives on laborers are inextricably linked to the essential economic beliefs, which arose from his extensive political, social, and highbrow dreams. Essential dreams are aimed at personal ethical growth, authentic financial development, the provision of adequate requirements of lifestyles and reviews, order to achieve self, and the warranty of profits equality, equity, and justice. Furthermore, an awful lot of his labor thoughts were influenced by using his incredible self-belief within the global law precept, founded inside the first word of such "Isopanishad" and

# Q3. What is the impact of pandemic on labour laws in Germany w.r.t.?

# a. Working hours and leaves (5 Marks)

# b. Protection measures and compensation (5 Marks)

# Ans 3A.

## Introduction

The felony function for German agencies regarding COVID-19 is currently very fluid. Extensive revisions in both statute regulation and customary law have occurred in the latest weeks, such example, involving this same obligatory provision of COVID-19 brief examination in the workplace. As a result, they're delighted to focus on one of the latest adjustments, inclusive of

**Ans 3B.**

**Introduction**

In Germany, The working week is described as the six days between Monday and Saturday. Contracted time on traditional operating days may not even transcend eight hours, for a complete of 40-8 hours every week. Underneath a few situations, the running days can be prolonged to 10