**Industrial Relations & Labour Laws**

**September 2022 Examination**

**Q1. ‘Trade unions are, essentially, based upon the ‘employer-employee’ relationship where a ‘mutuality’ exists between employers and** [**employees.’**](https://doi.org/10.1108/978-1-83867-603-220201006) **Elaborate on the evolution of Trade Unionism in India in your own words (10 Marks)**

**Answer 1.**

**Introduction**

The labor movement was the driving force behind the transformation of despair and misery into hope and progress. Economic and social reform arose from its audacious struggles, giving birth to unemployment insurance, old-age pensions, government assistance for the destitute, and, most importantly, new wage levels that meant more than just survival but a tolerable life. Trade unions, in general, emerged as a result of the Industrial Revolution, which began in Britain in the 18th century. The establishment of large-scale factories, new lines of mass production, mechanization, and rapid economic development characterize the Industrial Revolution. It is

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**Q2. Write a brief on the case study of Bata India. (10 Marks)**

**Answer 2.**

**Introduction**

Throughout the late 1990s, Bata India Limited (Bata) consistently made news in financial newspapers and business publications, whether for good or bad reasons. William Keith Weston, a 60-year-old managing director, ran the business (Weston). He was well-known as a "turnaround specialist" and was credited with successfully reviving several troubled Bata Shoe Organization (BSO) businesses. After suffering its first-ever loss of Rs 420 million in 1995, Bata was able to post increasing profits for four straight years by the conclusion of the 1999 fiscal

**Q3. You have been appointed as an occupier for XYZ & Co. Kindly explain as per Factories Act 1948.**

**a. duties of occupier (5 Marks)**

**Answer 3a.**

**Introduction**

The Factory Act of 1948 is a constructive and valuable enactment. The main purpose of the law is to protect the interests of workers, prevent abuse, and consider the well-being, cleanliness, and government support of workers in the working environment. It imposes various obligations, commitments, and duties on occupiers of industrial facilities. Certain changes in law and court

**Q 3b. what will be the procedures followed for approval, licensing and registration of factory (5 Marks)**

**Answer 3b.**

**Introduction**

The government enacted the Factory Act of 1948 to protect workers and ensure that owners provide a safe working environment. According to the 1948 Factory Act, all factory owners are required to register their facility with the municipal government before starting a business. A factory license is a document that allows authorities to engage in manufacturing activities. The