**Industrial Relations & Labour Laws**

**April 2023 Examination**

**Question 1:**

**‘The Payment of Wages Act 1936 was enacted to ensure fair payment of wages to Workers’ Explain the statement elaborating on the objects and rules regarding payment of wages.**

**Ans 1.**

**Introduction**

The Payment of Profits Act was passed in 1936 to ensure that workers covered by the Act would obtain their payments promptly and that their employers would not make any reductions from those salaries aside from those allowed by law. This was accomplished by guaranteeing that employees covered by the Act would promptly get their payments. In addition, the Payment of Earnings Act ensured that workers would be paid in a way that was certified with the Act. This made sure that employees would obtain their salaries without delay. Considering that the Act had its last significant alteration in 1982, several of its provisions have yet to be brought up to date.

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**Q2. After independence, industrial relations in India have gained certain characteristics, explain.**

**Ans 2.**

**Introduction**

For decades, India's commercial relations framework has been under stress. The growing economic assimilation that India is experiencing with the rest of the globe has made the situation a lot more complicated. The system's basic structure was implemented before the country gained independence and has yet to undergo significant modifications since then. The state acts as the leading arbitrator between work and capital within the borders of this highly centralized economy. This offers significant state power in the connection between both. Historically, party-

**Q3a. Strikes and lockouts**

**Ans 3a.**

**Introduction**

Although they strive for purposes that are opposed to one another, work and funds required to work together for a commercial effort to be effective, they use a wide variety of methods and sources to make their issues known and shield their

**Q3b. Layoff and retrenchment**

**Ans 3b.**

**Introduction**

The Industrial Disputes Act of 1947 addresses the conditions that brought about the termination of workers or the total reduction in the number of workers. The discontinuation that occurs when a worker is released by their firm for any reason besides inadequate efficiency is referred to as a