**Industrial Relations & Labor Laws**

**September 2023 Examination**

**Q1. “Collective bargaining” is the process of negotiation between employer and employees represented by trade union. “Cooperative bargaining” is processes in which two people decide how to share a surplus that they can jointly generate. Discuss relevance, significance and difference of these two methods. (10 Marks)**

**Ans:**

**Introduction:**

Collective and cooperative bargaining are excellent techniques of negotiation that play an essential role in labor relations and various business contexts. Each method involves negotiations however fluctuates in scope, participants, and targets. Collective bargaining is primarily related to negotiating among employers and employees to determine employment phrases and conditions, generally represented by trade unions. On the other hand, cooperative bargaining entails two or greater parties collaborating to decide a way to share a surplus they can generate

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**Q2. Law pertaining to factory safety are elaborately laid down in Factories Act 1948 and rules made by state governments there under. Though these laws place immense responsibility on employer to create safe working space, they seldom place responsibility & accountability on workmen. Explain responsibility & accountability on workmen to ensure a safe work space (10 Marks)**

**Ans:**

**Introduction:**

The Factories Act of 1948 is a comprehensive law designed to adjust and ensure the safety, health, and welfare of factory people in India. The Act, along with the regulations formulated by state governments, places sizable responsibilities on employers to create a secure operating environment for their people. However, it is crucial to recognize that ensuring workplace safety is not entirely the corporation's duty; workers also bear significant responsibilities and duties in maintaining a safe workspace. This essay explores the concept and application of workers' duty

**Q3. Owing to impending global recession and other geopolitical factors, the wage rates across the world are going down. India will soon face the heat of this global recession too and social system will come under pressure from decreasing wage rates.**

**a) Discuss how the existing industrial and labor laws in India play a role (5 Marks)**

**Ans:**

**Introduction:**

The global economy is an elaborate web of interconnected economic systems, and the impacts of recessions and geopolitical factors have far-reaching consequences. These days, a looming global recession and numerous geopolitical factors have been affecting economies globally. As the world's economies turn out to be increasingly interdependent, India, despite its resilience,

**b) Discuss how the new labor code will play a role in acting as counter-measure. (5 Marks)**

**Ans:**

**Introduction:**

The destructive impacts on economies and societies are becoming increasingly apparent as the world faces the threat of an approaching global recession and geopolitical uncertainties. One of the critical issues is the decline in wage charges worldwide as groups struggle to deal with economically demanding situations. As a significant participant in the global economy, India