**Industrial Relations & Labour Laws**

**December 2023 Examination**

**Q1. “Industrial dispute” is a dispute between workers and management. Discuss main causes of industrial dispute. (10 Marks)**

**Ans 1.**

**Introduction**

Industrial disputes stand as a testament to the complexities inherent in the dynamic relationship between workers and management. They are disagreements or conflicts that arise in the industrial sector, typically involving workers, their unions, and the management. Rooted in various underlying issues, these disputes can have significant consequences for both the parties involved and the broader economy. The scope and nature of industrial relations have evolved with the changing socio-economic landscape, technological advancements, and globalization. With increasing competition and the drive for efficiency,

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**Q2. International labor organization is an important source for labor statistics on employment, educational level, economic performance, and worker participation. Discuss topics of interest for this organization. (10 Marks)**

**Ans 2.**

**Introduction**

The International Labor Organization (ILO) is a specialized agency of the United Nations that has played an integral role in shaping labor standards and policies globally since its inception in 1919. Rooted in its vision of promoting social justice and internationally recognized human and labor rights, the ILO has been a crucial player in fostering equitable and sustainable growth in the world of work. One of the fundamental aspects of the ILO's mission is to provide accurate, timely, and comprehensive labor statistics to its member states

**Q3.“Workers’ participation in management” means involvement of representatives of workers in the decision-making process of an organization.**

**a) Discuss in what different ways workers can participate in management. (5 Marks)**

**Ans 3a.**

**Introduction**

"Workers' participation in management" is a progressive concept that emphasizes the inclusion of workers in the decision-making structures of an organization. Rooted in the belief that those who contribute directly to the organization's success should have a say in its direction and policies, this practice not only strengthens the democratic ethos of an institution

**b) Discuss at what levels workers can participate in management. (5 Marks)**

**Ans 3b.**

**Introduction**

Worker participation in management underscores a collaborative approach, ensuring that those who are integral to an organization's operations have a say in its governance and strategic direction. The depth and extent of this participation can manifest across multiple echelons of the organizational hierarchy. Recognizing the levels at which workers can