

[This question paper contains 2 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 3453

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Unique Paper Code : 6133390038

Name of the Paper : INTRODUCTION TO
INDUSTRIAL LAWS

Name of the Course : **B.A. (VS) SME**

Semester : VI (NEP)

Duration : 3 Hours

Maximum Marks : 90

Instructions for Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
2. Attempt any **five** questions.
3. **All** questions carry equal marks.

1. What is workers' participation in management? Explain its significance in promoting industrial relation.
2. What are the methods of resolving industrial disputes under the Industrial Relations Code, 2020? Explain the legal framework related to retrenchment, layoffs, and closures under the Industrial Relations Code, 2020.

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3. What are the employer's obligations regarding workplace safety and health?
4. Explain occupational Safety, Health, and Working Conditions Code, 2020? How does this Code aim to streamline and enhance safety, health, and working conditions in Indian workplaces?
5. What are the key provisions of the Code on Wages, 2019? How does it simplify and unify previous wage-related laws in India?
6. How are the Gender-based issues and grievances addressed and resolved?
7. Explain the duties and powers of conciliation officers, works committee and boards of conciliation in settlement of industrial disputes.
8. A company has introduced a new performance management system that has resulted in a significant number of employees being placed on performance improvement plans. The employees' union is protesting the move, citing unfair treatment. As the HR manager, how would you handle the situation?