

Paper/Subject Code: 75709/ Labour Law & Industrial Relations-I

Time: 2:30 Hours

Marks: 75

Q1. Answer in One or Two Sentences (any 6)

12 Marks

1. Define the term 'Lock-out'.
2. Define the term 'Labour Court' under the MRTU & PULP Act, 1971.
3. What is meant by unfair labour practice?
4. What is the object of collective bargaining?
5. What is the penalty if employer modifies Standing order under the Industrial Employment (Standing Orders) Act, 1946?
6. What is the object of Industrial Dispute Act, 1947?
7. Define 'Occupier' under the Factories Act, 1948.
8. What is meant by 'Retrenchment' under the Industrial Dispute Act, 1947?

Q2. Write Short Notes (any 2)

12 Marks

1. Doctrine of Contributory Negligence
2. Public Utility Services
3. Features of collective bargaining
4. Rights & obligations of recognized unions.

Q3. Solve the Following (Any 2)

12 Marks

1. Mr. Z fails to produce any document which he is required to produce & he refuses investigating Officer to carry out his duties.
  - a. What are the duties of investigating Officer under MRTU & PULP Act, 1971?
  - b. What is the penalty for obstructing officers from carrying out their duties?
2. Mr. B, an employer who closes down an undertaking without giving any notice under Industrial Dispute Act, 1947.
  - a. Explain the term 'closure' under Industrial Dispute Act, 1947.
  - b. What is the penalty for closure without notice?

# Labour Relation June 2013 Exam Paper

**Stephanie Ross, Larry Savage**



## **Labour Relation June 2013 Exam Paper:**

**Labour Relations in Aviation** Jacomo Restellini, 2022-10-26 Aerospace Law and Policy Series Volume 23 In an increasingly competitive air transport environment airlines are forced to adapt their business models including employment conditions in order to maintain and possibly enhance their presence in the market The airline market is cyclical and each traffic recovery is accompanied by numerous social developments air laws and social regulations are becoming closer This practical and thoroughly researched book brings together for the first time the topical legal issues relating to the employment of civil aviation personnel Considering the latest publications doctrinal opinions legal bases and case law the author and several distinguished contributors cover such issues and topics as the following EU social regulations in relation to third States civil aviation safety rules that have an impact on the working conditions of crew members social security systems applicable to crew members competent court and labour law applicable to crew members employment relationships key questions pertaining to posting crew members across borders social issues related to the leasing of aircraft including crew data protection of crew members atypical forms of employment in the aviation industry right to strike for crew members employment consequences of transfer of undertakings in civil aviation and role of trade unions and collective labour agreements in air transport The author also traces the process of liberalisation of the EU air transport market and its consequences on the operational structures of airlines and on the working conditions of crew members For ease of reading the annex to this book contains excerpts of the relevant legal texts Lawyers officials business people policymakers and academics with a professional interest in aviation law will find concise yet comprehensive guidance in this book that will help them to understand and address social and legal issues in the ever changing world of aviation **The Interpretation and**

**Uniformity of the UNCITRAL Model Law on International Commercial Arbitration** Dean Lewis, 2016-03-22 Numerous jurisdictions worldwide have augmented their ratification of the New York Convention of 1958 with the UNCITRAL Model Law 1985 UML which takes a giant step forward toward global uniformity in legal application and understanding of the arbitration process This book develops a standard or benchmark for the UML objective of uniformity using the relevant legislation and case law of Hong Kong Singapore and Australia to consider whether a uniform approach to implementation of the UML and its interpretation is being achieved across those jurisdictions The author's methodological tools are eminently adaptable to other jurisdictions Given the importance of the ability to set aside an arbitral award the body of case law on setting aside and the directly related area of enforcement the emphasis throughout is on Article 34 In addition the study considers the meaning of uniformity in law and in the context of the UML the correct approach to interpretation of the UML pre and post Article 2A the interpretational relationship between the UML and the Convention on Contracts for the International Sale of Goods CISG the relationship between the UML and the New York Convention the degree of textual uniformity of Article 34 with the three jurisdictions focused on and the degree of applied uniformity of Article 34 both in

terms of juristic methodology and similarity of results The author with more than thirty years of practice in the field of commercial arbitration in Hong Kong has had access to voluminous cases spanning decades and brings his specialist expertise to the subject This book considers whether the UML has succeeded in its aim of achieving uniformity It serves as a guide both academic and practical to exploring and adopting the correct approach to the interpretation of the UML as well as to the method of classification of court decisions under the UML This study is of immeasurable academic and practical value

Comparative Employment Relations in the Global Economy Carola Frege, John Kelly, 2013-07-24 Employment Relations is widely taught in business schools around the world Increasingly however more emphasis is being placed on the comparative and international dimensions of the relations between employers and workers It is becoming ever more important to comprehend today's work and employment issues alongside a knowledge of the dynamics between global financial and product markets global production chains national and international employment actors and institutions and the ways in which these relationships play out in different national contexts This textbook is the first to present a cross section of country studies including all four BRIC countries Brazil Russia India and China alongside integrative thematic chapters covering all the important topics needed to excel in this field The textbook also benefits from the editors and contributors experience as leading scholars in Employment Relations The book is an ideal resource for students on advanced undergraduate and postgraduate comparative programmes across areas such as Employment Relations Human Resource Management Political Economy Labour Politics Industrial and Economic Sociology Regulation and Social Policy

Transnational, European, and National Labour Relations Gerald G. Sander, Vesna Tomljenović, Nada Bodiroga-Vukobrat, 2018-06-22 This book employs an innovative approach to explore the topic of flexicurity and related changes in the working world the importance of which for the overall economic and social development is gradually being recognised It focuses on the changing nature of work and its impact on EU law and national labour and social security laws Though the transformation of regulatory and institutional frameworks of labour relations follows different patterns in different EU Member States it is nevertheless a common phenomenon that offers an excellent opportunity for mutual learning experiences and comparing notes on best practices Taking these ideas as a starting point the book presents a collection of research on various aspects and implications of changing labour relations in the EU Member States The opening chapters address the internal market dimension of the transformation of employment relations by investigating how social dumping integration of migrant workers and cross border mergers influence national labour policies and laws The book further analyses linguistic and terminological challenges in the field of labour law in the EU's multi-lingual legal environment Subsequent chapters cover various theoretical and practical issues such as the impact of chain liability regulatory models on the legal situation of workers in subcontracting networks and modern work arrangements in the collaborative or gig economy Other chapters are dedicated to issues of jurisdiction and law applicable to individual employment contracts as well as alternative resolution mechanisms in labour disputes The

next section offers fresh insights on and a critical overview of the well known Danish and Dutch models of flexicurity often cited as role models for reforms of labour markets in other EU Member States Three individual chapters investigate specific aspects of flexicurity in Croatia in terms of individual dismissals life long learning and the impact of non standard employment on future pension entitlements One paper explores temporary agency work in Germany as an important instrument of flexicurity while another discusses various forms of work used in Slovenia in the context of flexibilization of work relations Many challenges still lie ahead and the primary aim of this book is to provide a solid basis for informed future discussions

*Decisions and Orders of the National Labor Relations Board* United States. National Labor Relations Board, 2016-05

Research Handbook on Transnational Labour Law Adelle Blackett, Anne Trebilcock, 2015-09-25 The editors substantive introduction and the specially commissioned chapters in the Handbook explore the emergence of transnational labour law as a field along with its contested contours The expansion of traditional legal methods such as treaties is juxtaposed with the proliferation of contemporary alternatives such as indicators framework agreements and consumer led initiatives Key international and regional institutions are studied for their coverage of such classic topics as freedom of association equality and sectoral labour standard setting as well as for the space they provide for dialogue The volume underscores transnational labour law s capacity to build bridges including on migration climate change and development

**International Migration in Southeast Asia** Kwen Fee Lian, Md Mizanur Rahman, Yabit bin Alas, 2015-10-24 This book is a collection of work by migration scholars and researchers who are actively conducting fieldwork in Southeast Asia It presents a wide variety of current research and approaches the field of international labor migration from a regional perspective acknowledging that the migration process goes beyond local and national boundaries and is embedded in regional and global interconnections The chapters capture the complexity and richness of the migration phenomenon and experience which manifests itself in a multitude of ways in a region well known for its diversity The collection highlights the continuities and discontinuities in the linkages that have been forged through the movement of people between sending and receiving societies Such linkages are explained by distinguishing between migration that has been sustained by a colonial past and migration that has been precipitated by globalization in the last two decades The diversity of issues in the region covered by this volume will encourage a rethink of some of the conventional views of migration scholarship and result in a more critical reflection of how we approach migration research

**Arbitrability** Fabien G  linas, Leyla Bahmany, 2023-11-17 As simple as the arbitrability question might appear namely what types of issues may and may not be submitted to arbitration for a legal system to set a clear and consistent approach to arbitration it must consider many complicated factors that relate to public policy and economic priorities as well as international relations This comprehensive precise and practical book identifies and analyzes the fundamentals of and major approaches to arbitrability in the current international context The authors focus on nine major arbitration jurisdictions the United States Canada France England and Wales Switzerland

Germany China Mainland Hong Kong and Singapore with meticulous attention to each jurisdiction's pertinent case law and legislative framework as well as relevant commentary For each jurisdiction the arbitrability of disputes in the following fields of law is discussed antitrust competition bankruptcy insolvency consumer corporate family domestic relations intellectual property copyright patent and trademark labor employment securities and torts Based on the jurisdiction by jurisdiction analysis the authors identify key areas in which the selected jurisdictions share similarities and evince differences with respect to each of the above mentioned fields With a structure that enables readers to easily locate what they are looking for and gives clear cut answers this unique book fully elucidates the notion of arbitrability by identifying the key concepts the applicable rules and different criteria for arbitrability and by explaining how different jurisdictions deal with specific types of disputes It will be welcomed by counsel arbitrators judges students and academics active in international arbitration and the enforcement of arbitral awards *Class Dynamics of Development* Jonathan Pattenden,Liam Campling,Satoshi

Miyamura,Benjamin Selwyn,2018-12-07 This book argues that class relations are constitutive of development processes and central to understanding inequality within and between countries It does so via a transdisciplinary approach that draws on case studies from Asia Latin America and sub Saharan Africa Contributors illustrate and explain the diversity of forms of class relations and the ways in which they interplay with other social relations of dominance and subordination such as gender and ethnicity as part of a wider project to revitalise class analysis in the study of development problems and experiences Class is conceived as arising out of exploitative social relations of production but is formulated through and expressed by multiple determinations By illuminating the diversity of social formations this book illustrates the depth and complexity present in Marx's method This book was originally published as a special issue of Third World Quarterly

**Human Resource Management** Alan Nankervis,Marian Baird,Dr Jane Coffey,John Shields,2019-08-29 Now in its 10th edition AHRI endorsed Human Resource Management Strategy and Practice provides a strong conceptual and practical framework for students of human resource management The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored A multitude of contemporary regional and international examples are incorporated throughout alongside expanded coverage on the future of work and emerging HRM issues Thoroughly revised and updated with the latest research findings this edition adopts a lateral approach to illustrating the evolving HRM landscape and promoting employability Now available on the MindTap platform Human Resource Management Strategy and Practice provides an optional online learning experience with interactive skills based activities as well as new opportunities for student engagement and revision Premium online teaching and learning tools are available on the MindTap platform Learn more about the online tools [cengage.com/au/mindtap](https://www.cengage.com/au/mindtap) **The Routledge Handbook of Hotel Chain Management** Maya Ivanova,Stanislav Ivanov,Vincent P. Magnini,2016-05-05 Understanding the global hotel business is not possible without paying specific attention to hotel chain management and dynamics Chains are

big business approximately 80 percent of hotels currently being constructed around the world are chain affiliated and in 2014 the five largest brands held over a one million rooms The high economic importance of the hotel chains and their global presence justifies the academic research in the field however despite this there is no uniform coverage in the current body of literature This Handbook aids in filling the gap by exploring and critically evaluates the debates issues and controversies of all aspects of hotel chains from their nature fundamentals of existence and operation expansion strategic and operational aspects of their activities and geographical presence It brings together leading specialists from range of disciplinary backgrounds and regions to provide state of the art theoretical reflection and empirical research on current issues and future debates Each of the five inter related section explores and evaluates issues that are of extreme importance to hotel chain management focusing on theoretical issues the expansion of hotel chains strategic and operational issues the view point of the individual affiliated hotel and finally the current and future debates in the theory and practice of hotel chain management arising from globalisation demographic trends sustainability and new technology development It provides an invaluable resource for all those with an interest in hotel management hospitality tourism and business encouraging dialogue across disciplinary boundaries and areas of study This is essential reading for students researchers and academics of Hospitality as well as those of Tourism Marketing Business and Events Management

Mass Politics in Tough Times Nancy Bermeo, Larry Bartels, 2014 In Mass Politics in Tough Times the eminent political scientists Larry Bartels and Nancy Bermeo have gathered a group of leading scholars to analyze the political responses to the Great Recession in the US Western Europe and East Central Europe

*Building A Better World, 4th Edition* Stephanie Ross, Larry Savage, 2023-01-03T00:00:00Z This fourth edition of Building a Better World offers a comprehensive introductory overview of Canada's labour movement The book explores why workers form unions assesses their organization and democratic potential examines issues related to collective bargaining grievances and strike activity charts the historical development of labour unions and describes the gains unions have achieved for their members and all working people This new and expanded edition also analyzes the challenges facing today's labour movement as a result of COVID 19 and the strategies being developed to overcome them

**Human Resource Management: Strategy and Practice** Alan R. Nankervis, Marian Baird, Jane Coffey, John Shields, 2016-09-15 In its 9th edition AHRI endorsed Human Resource Management continues to provide a strong conceptual and practical framework for students of human resource management The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored A multitude of contemporary regional and international examples are integrated throughout alongside an expanded coverage on ethics and a focus on critical analysis Thoroughly revised and updated with the latest research findings this edition incorporates a wealth of new material including corporate social responsibility ethics sustainable management practice leadership talent management industrial relations and retains its focus on core human resource elements Accompanied by online study tools which help to reinforce concepts

apply critical thinking and enhance skills this 9th edition of Human Resource Management offers the complete learning experience required to succeed in human resource management

**Decisions and Orders of the National Labor Relations Board** , *Handbook of Research on Employee Voice* Adrian Wilkinson,Jimmy Donaghey,Tony Dundon,Richard B. Freeman,2020-06-26 This thoroughly revised second edition presents up to date analysis from various academic streams and disciplines that illuminate our understanding of employee voice from a range of different perspectives Exploring the previously under represented paradigm of the organizational behaviour approach new chapters take account of a broader conceptualization of employee voice Written by expert contributors this Handbook explores the meaning and impact of employee voice for various stakeholders and considers the ways in which these actors engage with voice processes such as collective bargaining individual processes mutual gains task based voice and grievance procedures

*Protecting the Future of Work* Barry Colfer,Brian Harney,Colm McLaughlin,Chris F. Wright,2023-01-20 Protecting the Future of Work analyses the changes that worker protection institutions have undergone with the decline of traditional measures such as trade unions mapping out the new systems and approaches to protect wages conditions and job security

*Working in the Context of Austerity* Donna Baines,Ian Cunningham,2020-11-09 Austerity was presented as the antidote to sluggish economies but it has had far reaching effects on jobs and employment conditions With an international team of editors and authors from Europe North America and Australia this illuminating collection goes beyond a sole focus on public sector work and uniquely covers the impact of austerity on work across the private public and voluntary spheres Drawing on a range of perspectives the book engages with the major debates surrounding austerity and neoliberalism providing grounded analysis of the everyday experience of work and employment

*Negotiating Our Way Up Collective Bargaining in a Changing World of Work* OECD,2019-11-18 Collective bargaining and workers voice are often discussed in the past rather than in the future tense but can they play a role in the context of a rapidly changing world of work This report provides a comprehensive assessment of the functioning of collective bargaining systems and workers voice arrangements across OECD countries and new insights on their effect on labour market performance today

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### **Table of Contents Labour Relation June 2013 Exam Paper**

1. Understanding the eBook Labour Relation June 2013 Exam Paper
  - The Rise of Digital Reading Labour Relation June 2013 Exam Paper
  - Advantages of eBooks Over Traditional Books
2. Identifying Labour Relation June 2013 Exam Paper
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Labour Relation June 2013 Exam Paper
  - User-Friendly Interface
4. Exploring eBook Recommendations from Labour Relation June 2013 Exam Paper
  - Personalized Recommendations
  - Labour Relation June 2013 Exam Paper User Reviews and Ratings
  - Labour Relation June 2013 Exam Paper and Bestseller Lists

5. Accessing Labour Relation June 2013 Exam Paper Free and Paid eBooks
  - Labour Relation June 2013 Exam Paper Public Domain eBooks
  - Labour Relation June 2013 Exam Paper eBook Subscription Services
  - Labour Relation June 2013 Exam Paper Budget-Friendly Options
6. Navigating Labour Relation June 2013 Exam Paper eBook Formats
  - ePub, PDF, MOBI, and More
  - Labour Relation June 2013 Exam Paper Compatibility with Devices
  - Labour Relation June 2013 Exam Paper Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Labour Relation June 2013 Exam Paper
  - Highlighting and Note-Taking Labour Relation June 2013 Exam Paper
  - Interactive Elements Labour Relation June 2013 Exam Paper
8. Staying Engaged with Labour Relation June 2013 Exam Paper
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Labour Relation June 2013 Exam Paper
9. Balancing eBooks and Physical Books Labour Relation June 2013 Exam Paper
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Labour Relation June 2013 Exam Paper
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Labour Relation June 2013 Exam Paper
  - Setting Reading Goals Labour Relation June 2013 Exam Paper
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Labour Relation June 2013 Exam Paper
  - Fact-Checking eBook Content of Labour Relation June 2013 Exam Paper
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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