

 **VYASA IAS**



# EPFO APFC & EO/AO 2025 BATCH

By

## Vyasa IAS



Exam  
Oriented  
Classes




Short &  
Crisp Notes



Personalised  
Mentorship

 [www.vyasaias.in](http://www.vyasaias.in)

 +91 8851628134,  
+91 6350119648

 First Floor, Grover Chamber, metro pillar 109,  
Near Karol Bagh Metro Station

**1. With reference to Industrial Relations, consider the following statements:**

1. Industrial relations traditionally focused only on the relationship between employers and employees.
2. The Systems Model of Industrial Relations includes three actors: management, workers, and government agencies.
3. The Directive Principles of State Policy have no relevance to industrial relations.
4. The Unitary Perspective considers conflict as a necessary outcome of industrial relations.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2 only
- C) 2 and 4 only
- D) 1, 2, and 4 only

**2. Consider the following statements regarding trade unions in India:**

1. The first workers' organization in India was the Bombay Mill Hands Association.
2. Trade unions act solely to promote economic welfare of workers.
3. The Pluralist Perspective supports trade unionism as a response to conflicting interests in industrial relations.
4. The Radical Perspective views trade unions as a means to uphold capitalist interests.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2 and 4 only

C) 1, 3, and 4 only

D) 1, 2, and 3 only

**3. Regarding the theoretical perspectives on industrial relations, consider the following statements:**

1. The Systems Model treats industrial relations as a structured framework influenced by environmental factors.
2. The Pluralist Perspective views organizations as homogenous entities with shared goals.
3. The Radical Perspective is inspired by Marxist thought.
4. The Unitary Perspective sees trade unions as an unnecessary disruption.

Which of the above statements are correct?

- A) 1, 2, and 3 only
- B) 1, 3, and 4 only
- C) 2 and 4 only
- D) 1 and 3 only

**4. With reference to trade unions, consider the following statements:**

1. They are primarily concerned with political mobilization of workers.
2. They ensure workers' participation in decision-making processes.
3. Trade unions in India emerged in the early 20th century.
4. The objectives of trade unions include both economic and social welfare of workers.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2, 3, and 4 only
- C) 1, 2, and 4 only
- D) 1, 2, 3, and 4

**5. The First National Commission on Labour (1969) made recommendations on:**

1. Regulation of contract labour
2. Strengthening collective bargaining mechanisms
3. Deregulation of industrial laws
4. Prohibition of strikes in public sector

Which of the above statements are correct?

- A) 1 and 2 only
- B) 3 and 4 only
- C) 1, 2, and 3 only
- D) 1, 2, 3, and 4

**6. Which of the following principles is NOT associated with labour legislations in India?**

- A) Social equity
- B) Social justice
- C) Profit maximization
- D) Worker participation

**7. The Bombay Mill Hands Association was formed in:**

- A) 1851
- B) 1890
- C) 1917
- D) 1926

**8. The Pluralist Perspective believes:**

- A) Conflicts are anomalies that should be eliminated.
- B) Industrial relations are based on cooperation rather than conflict.
- C) Trade unions play an important role in resolving conflicts.
- D) Employers and employees have identical interests.

**9. Which of the following is NOT a function of trade unions?**

- A) Representing workers in negotiations
- B) Lobbying for labour-friendly laws
- C) Increasing employer profit margins
- D) Promoting workers' education and welfare

**10. Consider the following elements of the tripartite structure of industrial relations in India:**

1. Government
2. Employers
3. Workers
4. Judiciary

Which of the above are included in the tripartite structure?

- A) 1, 2, and 3 only
- B) 1 and 3 only
- C) 2, 3, and 4 only
- D) 1, 2, 3, and 4

**11. Which of the following is NOT a type of trade union?**

- A) Craft union
- B) Political union

- C) General union
  - D) Industrial union
- 

**12. The Second National Commission on Labour (2002) recommended:**

- A) Abolition of all labour laws
  - B) Formation of an umbrella legislation for unorganised sector workers
  - C) Centralization of trade unions
  - D) Elimination of tripartite industrial relations
- 

**13. Which of the following acts is a protective legislation?**

- A) Industrial Disputes Act, 1947
  - B) Payment of Wages Act, 1936
  - C) Child Labour (Prohibition and Regulation) Act, 1986
  - D) Trade Unions Act, 1926
- 

**14. The term "collective bargaining" refers to:**

- A) Unilateral decision-making by employers
  - B) Negotiations between employers and workers
  - C) A mechanism for tax collection
  - D) A government policy on trade unions
- 

**15. The Code of Discipline in industry was established during:**

- A) The First Five Year Plan
  - B) The Second Five Year Plan
  - C) The Third Five Year Plan
  - D) The Fourth Five Year Plan
- 

**16. Which of the following is NOT a characteristic of the Systems Model of Industrial Relations?**

- A) Interaction between labour, management, and

- government
  - B) Influence of environmental factors
  - C) Elimination of trade unions
  - D) Formation of industrial regulations
- 

**17. In India, labour laws are part of the:**

- A) Union List
  - B) State List
  - C) Concurrent List
  - D) Residuary List
- 

**18. The Industrial Disputes Act, 1947 primarily deals with:**

- A) Collective bargaining rights
  - B) Resolution of industrial conflicts
  - C) Establishment of trade unions
  - D) Social security benefits
- 

**19. Which of the following is a bipartite arrangement in industrial relations?**

- A) Industrial tribunals
  - B) Collective bargaining
  - C) Labour courts
  - D) Standing Labour Committee
- 

**20. Who proposed the concept of the Systems Model in Industrial Relations?**

- A) Karl Marx
  - B) John Dunlop
  - C) Adam Smith
  - D) Max Weber
- 

**Answers**

- 1. B

2. A
3. B
4. B
5. A
6. C
7. B
8. C
9. C
10. A
11. B
12. B
13. C
14. B
15. B
16. C
17. C
18. B
19. B
20. B

3. Article 19 guarantees the right to freedom of speech and association, which influences industrial relations.
4. The tripartite system in industrial relations includes labour, management, and judiciary.

Which of the above statements are correct?

- A) 2 and 3 only
- B) 1 and 4 only
- C) 1, 2, and 3 only
- D) 2, 3, and 4 only

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**2. Consider the following statements regarding the history of industrial relations in India:**

1. The Indigo plantations established in 1831 marked the beginning of modern industries in India.
2. The Factories Act of 1881 was the first legislation aimed at regulating labour conditions in India.
3. The Bombay Mill Hands Association, formed in 1890, was the first workers' association in India.
4. Trade unions in India were legally recognized with the enactment of the Trade Unions Act, 1926.

Which of the above statements are correct?

- A) 1 and 4 only
- B) 2, 3, and 4 only
- C) 1, 2, 3, and 4
- D) 1, 2, and 3 only

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**Multiple-Choice Questions (MCQs)**

**1. With reference to Industrial Relations in India, consider the following statements:**

1. The Constitution of India plays no role in shaping labour policies.
2. Directive Principles of State Policy guide the establishment of just and humane conditions of work.

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**3. Regarding the functions of trade unions, consider the following statements:**

1. The primary function of trade unions is to promote industrial harmony without any political interference.
2. Trade unions perform service, regulatory, and public administration functions.
3. Trade unions are solely responsible for collective bargaining and strikes.
4. Modern trade unions also focus on welfare activities, education, and training of workers.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2 and 4 only
- C) 3 and 4 only
- D) 2, 3, and 4 only

**4. Theories of trade unions include the following perspectives:**

1. Marxian Class Conflict Theory views unions as a means to abolish capitalism.
2. Webb's Theory of Industrial Democracy focuses on unions ensuring democracy in workplaces.
3. Cole's Theory emphasizes union control over political institutions.
4. Perlman's Theory of Scarcity Consciousness highlights job security as a major factor for unionism.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1, 2, 3, and 4
- D) 1 and 4 only

**5. Which of the following rights are enshrined in the Constitution of India that directly affect labour policies?**

1. Right to Equality (Article 14)
2. Right to Freedom of Association (Article 19)
3. Right to Property (Article 31)
4. Prohibition of Forced Labour (Article 23)

Which of the above are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1, 2, 3, and 4
- D) 1 and 4 only

**6. Consider the following functions performed by trade unions:**

1. Providing legal and financial advice to members.
2. Negotiating wage increases with the government.
3. Organizing cultural and recreational activities for workers.
4. Managing industrial enterprises independently of employers.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 1, 2, and 3 only
- C) 2 and 4 only
- D) 1, 3, and 4 only

**7. The Directive Principles of State Policy guide the State to:**

1. Secure equal pay for equal work.

2. Provide free legal aid to ensure justice for all.
3. Mandate compulsory union membership for workers.
4. Ensure participation of workers in management.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1 and 4 only
- D) 1, 2, 3, and 4

2. Regional federations cater to the unions in specific states or regions.
3. Plant-level unions are affiliated directly with international labour organizations.
4. Local federations consist of plant-level unions within a specific industry or craft.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1 and 3 only
- D) 1, 2, 3, and 4

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**8. According to the Radical Perspective of Industrial Relations:**

1. Conflict between labour and management is natural and unavoidable.
2. Trade unions are tools of capitalist control over workers.
3. Industrial relations reflect the oppressive nature of capitalist societies.
4. The goal of industrial relations should be to maximize employer profits.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2 and 4 only
- C) 1, 2, and 3 only
- D) 3 and 4 only

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**10. The impact of globalization on trade unions in India includes:**

1. Increased union membership due to liberalization policies.
2. Shift from militant roles to developmental and supportive roles.
3. Enhanced participation of women in trade union activities.
4. Total elimination of union influence in the private sector.

Which of the above statements are correct?

- A) 1 and 4 only
- B) 2 and 3 only
- C) 1, 2, and 3 only
- D) 2, 3, and 4 only

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**9. With reference to the structure of trade unions in India, consider the following:**

1. National-level federations represent the highest tier in the union structure.

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**11. The functions of trade unions as identified by Ewing include:**

1. Service and representation functions.
2. Regulatory and governmental functions.
3. Political party management functions.

4. Public administration functions.

Which of the above statements are correct?

- A) 1 and 2 only
- B) 1, 2, and 4 only
- C) 2, 3, and 4 only
- D) 1, 3, and 4 only

C) 2, 3, and 4 only

D) 1, 2, and 4 only

**12. Trade unions in India have historically evolved through:**

1. The influence of colonial industrial policies.
2. The economic impact of World War I and II.
3. Complete exclusion from political movements.
4. The establishment of the Indian National Congress.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 1 and 3 only
- C) 2 and 4 only
- D) 1, 2, and 3 only

**13. Which of the following Acts are considered regulatory legislations in India?**

1. Trade Unions Act, 1926
2. Industrial Disputes Act, 1947
3. Payment of Wages Act, 1936
4. Factories Act, 1948

Which of the above are correct?

- A) 1 and 2 only
- B) 1, 2, and 3 only

**14. Which of the following are methods adopted by trade unions to achieve their objectives?**

1. Collective bargaining
2. Legal enactments
3. Mutual insurance
4. Political lobbying exclusively

Which of the above are correct?

- A) 1 and 2 only
- B) 1, 2, and 3 only
- C) 2 and 4 only
- D) 1, 3, and 4 only

**15. According to Mahatma Gandhi's Trusteeship Theory:**

1. Trade unions should focus solely on wage negotiations.
2. Labour and capital should exist in harmony.
3. Unions should uplift workers' social and economic conditions.
4. Wealth belongs solely to the capitalists who generate it.

Which of the above statements are correct?

- A) 1 and 4 only
- B) 2 and 3 only
- C) 1, 2, and 3 only
- D) 2, 3, and 4 only



**16. Which of the following articles in the Constitution promote worker welfare?**

1. Article 39 – Adequate means of livelihood
2. Article 42 – Just and humane conditions of work
3. Article 45 – Free and compulsory education for children
4. Article 19 – Right to form associations and unions

Which of the above are correct?

- A) 1, 2, and 4 only
- B) 1, 3, and 4 only
- C) 2, 3, and 4 only
- D) 1, 2, 3, and 4

**17. The First National Commission on Labour recommended:**

1. Strengthening trade unions to promote industrial harmony.
2. Banning all strikes in the public sector.
3. Enhancing workers' participation in management.
4. Deregulating industrial laws for greater flexibility.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2 and 4 only
- C) 1, 2, and 3 only
- D) 1 and 4 only

**18. Which of the following factors contributed to the emergence of trade unions in India?**

1. Exploitation of workers in early industrialization.
2. Influence of the Industrial Revolution.
3. The establishment of democracy in India.
4. Introduction of technological innovations reducing manual labour.

Which of the above are correct?

- A) 1 and 2 only
- B) 1, 2, and 4 only
- C) 2 and 3 only
- D) 1, 2, 3, and 4

**19. The Unitary Perspective of Industrial Relations assumes that:**

1. Management and workers have conflicting goals.
2. Trade unions are unnecessary as management represents all interests.
3. Organizations operate as cohesive social systems with shared objectives.
4. Conflicts are natural and inevitable outcomes of industrial relations.

Which of the above are correct?

- A) 1 and 4 only
- B) 2 and 3 only
- C) 2, 3, and 4 only
- D) 1, 2, and 3 only

**20. The concept of mutual insurance in trade unions refers to:**

- A) Providing financial aid to management during industrial disputes.
- B) Offering insurance and benefits to union members against economic uncertainties.

C) Using state-funded welfare schemes to support union activities.

D) Forcing workers to accept lower wages in exchange for job security.

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### Answers

1. A
  2. C
  3. B
  4. A
  5. A
  6. A
  7. A
  8. A
  9. A
  10. B
  11. B
  12. A
  13. A
  14. B
  15. B
  16. D
  17. A
  18. B
  19. B
  20. B
- 

### Multiple-Choice Questions (MCQs)

**1. With reference to the methods adopted by trade unions to achieve their objectives, consider the following statements:**

1. Collective bargaining is the most preferred peaceful method.
2. Mutual insurance is a primary purpose of trade unions.
3. Legal enactments are used to secure workers' rights.
4. Pressure tactics such as strikes and gherao are commonly employed.

Which of the above statements are correct?

- A) 1 and 3 only
  - B) 1, 3, and 4 only
  - C) 2 and 4 only
  - D) 1, 2, and 4 only
- 

**2. Consider the following statements about the impact of globalization on industrial relations in India:**

1. Globalization has reduced the role of trade unions in the private sector.
2. It has led to the emergence of new issues like job security in collective bargaining.
3. Workers' participation in management has increased due to globalization.
4. Globalization has had no impact on labour migration.

Which of the above statements are correct?

- A) 1, 2, and 3 only
- B) 2 and 4 only
- C) 1 and 4 only
- D) 1, 2, 3, and 4

**3. Regarding labour legislations in India, consider the following principles:**

1. Social equity focuses on ensuring equality between various social groups.
2. Social justice emphasizes fair distribution of profits and safe working conditions.
3. Labour legislations are primarily influenced by the Industrial Revolution in Britain.
4. The Constitution of India has no influence on labour legislations.

Which of the above statements are correct?

- A) 1 and 2 only
- B) 1 and 3 only
- C) 2 and 4 only
- D) 1, 2, and 4 only

**4. The Second National Commission on Labour (2002) recommended:**

1. An umbrella legislation for social security of unorganised sector workers.
2. Complete deregulation of existing labour laws.
3. Strengthening the tripartite system in industrial relations.
4. Legalising all forms of strikes without restrictions.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2 and 4 only
- C) 1, 2, and 3 only
- D) 1, 3, and 4 only

**5. Consider the following levels of workers' participation in management (WPM):**

1. Enterprise-level through works committees and collective bargaining.
2. Regional-level through State Labour Advisory Boards.
3. National-level through tripartite bodies involving employers, employees, and the government.
4. International-level through forums like the International Labour Organization (ILO).

Which of the above levels are correct?

- A) 1 and 3 only
- B) 2, 3, and 4 only
- C) 1, 2, 3, and 4
- D) 1 and 4 only

**6. The objectives of workers' participation in management include:**

1. Sharing decision-making power with workers.
2. Increasing the employer's profit margins by reducing worker involvement.
3. Promoting industrial peace through mutual trust.
4. Empowering employees by involving them in organisational decisions.

Which of the above statements are correct?

- A) 1, 3, and 4 only
- B) 2 and 4 only
- C) 1 and 3 only
- D) 1, 2, 3, and 4

**7. Challenges in implementing WPM in India include:**

1. Reluctance of management to share information with workers.
2. High interest among uneducated workers in participation schemes.
3. Lack of sustained communication between unions and management.
4. Perceived differences in social status and education between workers and management.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 1, 3, and 4 only
- C) 2 and 4 only
- D) 1, 2, 3, and 4

**8. The industrial relations system in the modern era has been influenced by:**

1. Increased awareness among workers regarding their rights.
2. Introduction of new management systems to handle worker-management relations.
3. Complete elimination of trade unions due to privatization.
4. Expansion of the scope of industrial relations beyond traditional employer-employee relations.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1 and 4 only
- D) 1, 2, 3, and 4

**9. Consider the following methods of workers' participation in management:**

1. Quality circles based on voluntary participation and collaborative decision-making.
2. Employee Stock Ownership Plans (ESOPs) as a means to increase workers' control over industries.
3. Compulsory union membership enforced by the government.
4. Joint committees for decision-making at enterprise levels.

Which of the above are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1 and 3 only
- D) 1, 2, 3, and 4

**10. Principles of labour legislation in India include:**

1. Ensuring social equity across different social groups.
2. Promoting social justice by protecting workers' rights and welfare.
3. Enforcing strict employer dominance in industrial relations.
4. Ensuring fair distribution of profits between owners and workers.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1 and 4 only
- D) 1, 2, 3, and 4

**11. The impact of technological changes on industrial relations includes:**

1. Obsolescence of skills among workers.
2. Enhanced need for training and retraining of employees.
3. Increased job security for all workers.
4. Strengthened labour-management relations due to automation.

Which of the above statements are correct?

- A) 1 and 2 only
- B) 2 and 3 only
- C) 1, 2, and 4 only
- D) 1, 3, and 4 only

**12. Consider the following statements about the evolution of industrial relations in India:**

1. The Factories Act of 1881 marked the first legal intervention in labour rights.
2. Industrial relations were significantly influenced by the recommendations of the First National Commission on Labour.
3. The liberalization policy of 1991 had no significant impact on industrial relations in India.
4. Post-liberalization, trade unions have shifted from militant roles to developmental roles.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 1 and 3 only
- C) 2 and 4 only
- D) 1, 2, 3, and 4

**13. Workers' participation in management is known as "co-determination" in:**

- A) India
- B) Germany
- C) Japan
- D) USA

**14. The following are types of labour legislations in India:**

1. Regulatory legislations like the Trade Unions Act, 1926.
2. Wage-related legislations like the Payment of Wages Act, 1936.
3. Protective legislations like the Child Labour (Prohibition and Regulation) Act, 1986.
4. Tax legislations focusing on industrial profit margins.

Which of the above are correct?

- A) 1, 2, and 3 only
- B) 2 and 4 only
- C) 1 and 4 only
- D) 1, 2, 3, and 4

**15. The concept of industrial democracy implies:**

- A) Complete managerial control over all decisions.
- B) Workers' involvement in decision-making processes within an organization.
- C) Abolition of all trade unions in favor of cooperative societies.
- D) Centralized government control over industrial relations.

**16. Consider the following effects of globalization on industrial relations:**

1. Increased labour migration within and across countries.
2. Greater participation of workers in management decisions.
3. Decline in the significance of trade unions in developed nations.
4. Enhanced cross-cultural issues in multinational organizations.

Which of the above statements are correct?

- A) 1, 2, and 4 only
  - B) 2 and 3 only
  - C) 1 and 4 only
  - D) 1, 2, 3, and 4
- 

**17. The Unitary Perspective of industrial relations assumes:**

1. There are inherent conflicts between employers and employees.
2. Organizations function as cohesive systems with shared objectives.
3. Trade unions are considered necessary for healthy industrial relations.
4. Management and workers have identical goals.

Which of the above statements are correct?

- A) 1 and 3 only
  - B) 2 and 4 only
  - C) 1, 2, and 3 only
  - D) 2, 3, and 4 only
- 

**18. The primary objectives of trade unions include:**

1. Protecting the economic interests of workers.
2. Promoting political ideologies irrespective of worker welfare.
3. Ensuring just and humane working conditions.
4. Engaging in militant activities against employers.

Which of the above statements are correct?

- A) 1 and 3 only
  - B) 2 and 4 only
  - C) 1, 2, and 3 only
  - D) 1, 3, and 4 only
- 

**19. Which of the following is NOT a method adopted by trade unions to achieve their goals?**

- A) Strikes and picketing
  - B) Legal enactments
  - C) Collective bargaining
  - D) Centralized government control
- 

**20. Workers' participation in management in India began with:**

- A) The Industrial Policy Resolution of 1956.
  - B) The formation of the Indian National Congress.
  - C) The introduction of joint committees in railways and government printing presses in 1920.
  - D) The enactment of the Trade Unions Act, 1926.
- 

**Answers**

1. B

2. A
3. A
4. A
5. C
6. A
7. B
8. A
9. A
10. A
11. A
12. A
13. B
14. A
15. B
16. D
17. B
18. A
19. D
20. C

3. The Marxist approach sees conflicts as an outcome of capitalist society.
4. Conflicts in industrial relations are always negative and destructive.

Which of the above statements are correct?

- A) 1, 2, and 3 only
- B) 2 and 4 only
- C) 1, 3, and 4 only
- D) 1, 2, 3, and 4

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**2. Consider the following statutory measures for settlement of industrial disputes:**

1. Works Committees under Section 3 of the Industrial Disputes Act, 1947
2. Conciliation Officers appointed by the government
3. Labour Courts and Industrial Tribunals
4. Grievance Redressal Committees as a non-statutory measure

Which of the above are correct?

- A) 1, 2, and 3 only
- B) 2 and 4 only
- C) 1, 2, and 4 only
- D) 1, 2, 3, and 4

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**Multiple-Choice Questions (MCQs)**

**1. With reference to industrial conflict and disputes, consider the following statements:**

1. The unitary approach considers workplace conflict as a temporary aberration resulting from poor management.
2. The pluralistic approach views conflicts between management and workers as inevitable and conducive for growth.

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**3. Regarding collective bargaining in India, consider the following statements:**

1. Collective bargaining is a voluntary and formal process of negotiation.
2. The Industrial Disputes Act, 1947 mandates collective bargaining for all industries.

3. The process of collective bargaining promotes industrial democracy.
4. The presence of political affiliations in trade unions has often contributed to the failure of collective bargaining.

Which of the above statements are correct?

- A) 1, 3, and 4 only
  - B) 1 and 2 only
  - C) 2 and 3 only
  - D) 1, 2, 3, and 4
- 

**4. Consider the following forms of industrial conflict:**

1. Strikes
2. Lock-outs
3. Bandhs
4. Gheraos

Which of the above are considered forms of industrial conflict?

- A) 1 and 2 only
  - B) 3 and 4 only
  - C) 1, 2, 3, and 4
  - D) 1, 2, and 3 only
- 

**5. The objectives of labour welfare include:**

1. Enhancing worker productivity and efficiency.
2. Improving employee morale and reducing absenteeism.
3. Ensuring political alignment of workers with trade unions.

4. Providing a better quality of life and standard of living for workers and their families.

Which of the above statements are correct?

- A) 1, 2, and 4 only
  - B) 2 and 3 only
  - C) 1, 3, and 4 only
  - D) 1, 2, 3, and 4
- 

**6. Theories of labour welfare include:**

1. The Police Theory, which suggests that employers must be coerced by law to provide welfare measures.
2. The Paternalistic Theory, which views employers as guardians responsible for workers' welfare.
3. The Utilitarian Theory, which considers welfare as an investment to improve productivity.
4. The Capitalist Theory, which opposes any welfare measures for workers.

Which of the above statements are correct?

- A) 1, 2, and 3 only
  - B) 2 and 4 only
  - C) 1 and 3 only
  - D) 1, 2, 3, and 4
- 

**7. With reference to industrial discipline, consider the following statements:**

1. Industrial discipline is essential for maintaining industrial peace and harmony.
2. Positive discipline involves punitive measures to ensure compliance with rules.



3. Negative discipline relies on fear of punishment to enforce rules.
4. Disciplinary actions must conform to principles of natural justice and impartiality.

Which of the above statements are correct?

- A) 1, 3, and 4 only
- B) 2 and 3 only
- C) 1, 2, and 4 only
- D) 1, 2, 3, and 4

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**8. Grievance handling procedures in industrial relations include:**

1. Preliminary enquiry and issue of charge sheet.
2. Holding of enquiry and order of punishment.
3. Compulsory arbitration by the government in all cases.
4. Provision for at least one appeal in the grievance procedure.

Which of the above are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1 and 3 only
- D) 1, 2, 3, and 4

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**9. The Code of Discipline in industrial relations applies to:**

1. Public sector enterprises only.
2. Both public and private sector enterprises.
3. Ensuring cooperation between management and workers.

4. Enforcing strict employer dominance in all matters.

Which of the above are correct?

- A) 1 and 3 only
- B) 2 and 3 only
- C) 2 and 4 only
- D) 1, 2, and 4 only

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**10. The role of conciliation in industrial dispute settlement includes:**

1. Facilitating negotiations between disputing parties.
2. Imposing mandatory decisions on both parties.
3. Helping parties understand their conflicts and interests.
4. Ensuring that disputes are resolved exclusively through legal means.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2 and 4 only
- C) 1, 2, and 3 only
- D) 1, 3, and 4 only

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**11. The Industrial Disputes Act, 1947 mandates Works Committees for:**

- A) Any industrial establishment employing 100 or more workmen.
- B) All establishments, regardless of the number of employees.
- C) Only public sector enterprises with more than 50 employees.
- D) Establishments with more than 200 employees in the private sector.

**12. Consider the following non-statutory measures for the settlement of industrial disputes:**

1. Workers' Participation in Management (WPM)
2. Collective bargaining
3. Code of Discipline
4. Industrial Tribunals

Which of the above are correct?

- A) 1, 2, and 3 only
- B) 2 and 4 only
- C) 1 and 4 only
- D) 1, 2, 3, and 4

**13. The process of arbitration in industrial disputes refers to:**

- A) Voluntary agreement by both parties to refer the dispute to a third party.
- B) Government-enforced resolution without party consent.
- C) A process where only employers have the right to appeal.
- D) Mandatory resolution through the courts without negotiation.

**14. The key principles of industrial discipline include:**

1. Impartiality and consistency in applying disciplinary actions.
2. Punitive measures without prior investigation.
3. Compliance with natural justice and fair procedures.

4. Ensuring that all disciplinary actions are confidential and unchallengeable.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2 and 4 only
- C) 1, 2, and 4 only
- D) 1, 3, and 4 only

**15. The main objectives of grievance procedures include:**

1. Ensuring fair treatment and justice for employees.
2. Providing reasonable authority to managers.
3. Allowing employees to bypass grievance procedures and directly approach courts.
4. Promoting participation of trade unions in dispute resolution.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1 and 3 only
- D) 1, 2, 3, and 4

**16. Labour welfare activities are guided by:**

1. Humanitarian approach emphasizing social responsibility of employers.
2. Utilitarian approach viewing welfare as an investment for productivity.
3. Paternalistic approach considering employers as guardians of workers.
4. Capitalist approach focusing solely on profit maximization.

Which of the above statements are correct?

- A) 1, 2, and 3 only
- B) 2 and 4 only
- C) 1 and 4 only
- D) 1, 2, 3, and 4

**17. Industrial disputes may arise due to:**

1. Disagreements over wages and working conditions.
2. Jurisdictional disputes between rival trade unions.
3. Conflicts between employers over business strategies.
4. Strict adherence to legal frameworks preventing disputes.

Which of the above are correct?

- A) 1 and 2 only
- B) 1, 2, and 3 only
- C) 2 and 4 only
- D) 1, 3, and 4 only

**18. Settlement of industrial disputes without state intervention includes:**

1. Collective bargaining
2. Voluntary arbitration
3. Compulsory adjudication
4. Legal enforcement of decisions by the government

Which of the above are correct?

- A) 1 and 2 only
- B) 2 and 3 only
- C) 1, 3, and 4 only
- D) 1, 2, and 4 only

**19. The concept of labour welfare is enshrined in which articles of the Indian Constitution?**

1. Article 38 – Securing a social order for the promotion of welfare.
2. Article 41 – Right to work, education, and public assistance.
3. Article 42 – Just and humane conditions of work and maternity relief.
4. Article 47 – Raising the level of nutrition and improving public health.

Which of the above are correct?

- A) 1, 2, and 4 only
- B) 2 and 3 only
- C) 1, 2, 3, and 4
- D) 1 and 3 only

**20. Which of the following are examples of industrial grievances?**

1. Discrimination in promotions
2. Unsafe working conditions
3. Delay in wage payments
4. Personal disagreements unrelated to work

Which of the above are correct?

- A) 1, 2, and 3 only
- B) 2 and 4 only
- C) 1 and 3 only
- D) 1, 2, 3, and 4

**Answers**

1. A
2. A

- 3. A
- 4. C
- 5. A
- 6. A
- 7. A
- 8. A
- 9. B
- 10. A
- 11. A
- 12. A
- 13. A
- 14. A
- 15. A
- 16. A
- 17. B
- 18. A
- 19. C
- 20. A

- 3. The State plays a neutral role and only acts when disputes arise.
- 4. The State's role includes welfare initiatives beyond dispute resolution.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2, 3, and 4 only
- C) 1 and 4 only
- D) 1, 2, 3, and 4

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**2. With reference to the Five Year Plans and labour policy in India, consider the following:**

- 1. The First Five Year Plan focused heavily on technological innovations over labour welfare.
- 2. The Second Five Year Plan introduced industrial democracy concepts.
- 3. The Fourth Five Year Plan emphasized employment generation and worker welfare.
- 4. The Eighth Five Year Plan focused on liberalization and skill development.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 2 and 4 only
- C) 1 and 3 only
- D) 1, 2, 3, and 4

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**Multiple-Choice Questions (MCQs)**

**1. Consider the following statements regarding the role of the State in labour policies:**

- 1. The State intervenes proactively in shaping wage policies through mechanisms like Wage Boards.
- 2. The Planning Commission had no role in labour policy formulation during the Five Year Plans.

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**3. Regarding wage policies in India, consider the following statements:**

- 1. Wage Boards are tripartite bodies involving employers, workers, and independent members.

2. The government has no role in fixing minimum wages in India.
3. Wage policies are influenced by the recommendations of the Planning Commission.
4. Theories like the Bargaining Theory and Subsistence Theory shape wage structures.

Which of the above statements are correct?

- A) 1, 2, and 4 only
- B) 1, 3, and 4 only
- C) 2 and 3 only
- D) 1, 2, 3, and 4

**4. The International Labour Organization (ILO) is responsible for:**

1. Drafting Conventions and Recommendations on labour standards.
2. Enforcing all labour laws directly in member countries.
3. Assisting governments in aligning national laws with international labour standards.
4. Imposing sanctions on non-compliant governments.

Which of the above statements are correct?

- A) 1 and 4 only
- B) 1 and 3 only
- C) 2 and 4 only
- D) 1, 2, 3, and 4

**5. India has ratified the following core ILO Conventions:**

1. Forced Labour Convention (No. 29)

2. Equal Remuneration Convention (No. 100)
3. Abolition of Forced Labour Convention (No. 105)
4. Freedom of Association and Protection of the Right to Organize Convention (No. 87)

Which of the above are correct?

- A) 1, 2, and 3 only
- B) 2 and 4 only
- C) 1, 3, and 4 only
- D) 1, 2, 3, and 4

**6. The role of the International Labour Organization includes:**

1. Conducting research on global labour issues.
2. Drafting binding international treaties.
3. Providing administrative assistance for labour inspections.
4. Enforcing labour rights through international courts.

Which of the above statements are correct?

- A) 1 and 3 only
- B) 2 and 4 only
- C) 1, 2, and 3 only
- D) 1, 2, 3, and 4

**7. Industrial health and safety encompass:**

1. Promotion of physical well-being and prevention of diseases.
2. Worker-led safety initiatives without management support.
3. Statutory and non-statutory measures to ensure safety.

4. Employer-exclusive responsibility to ensure workplace safety.

Which of the above statements are correct?

- A) 1 and 2 only  
B) 1, 3, and 4 only  
C) 1, 3, and 4 only  
D) 1, 2, 3, and 4

**8. The National Policy on Occupational Safety and Health in India draws from:**

1. Directive Principles of State Policy.
2. International labour conventions.
3. The Industrial Policy of 1956, emphasizing technological growth over worker safety.
4. Fundamental Rights like Article 21, ensuring right to life and safety.

Which of the above statements are correct?

- A) 1, 2, and 4 only  
B) 2 and 3 only  
C) 1 and 3 only  
D) 1, 2, 3, and 4

**9. Industrial safety in India is administered through:**

1. Central-level regulations by the Ministry of Labour and Employment.
2. State-level through Factory Safety Boards.
3. Plant-level via safety committees and worker representation.
4. National-level through international organizations like ILO.

Which of the above are correct?

- A) 1 and 4 only

- B) 1, 2, and 3 only  
C) 2 and 4 only  
D) 1, 2, 3, and 4

**10. The Employees' State Insurance (ESI) Scheme covers:**

1. Health benefits for workers in organized sectors.
2. Social security benefits for unorganized sector workers.
3. Comprehensive insurance for government employees.
4. Safety obligations handled solely by private management.

Which of the above are correct?

- A) 1 and 3 only  
B) 1 and 4 only  
C) 2 and 4 only  
D) 1, 2, 3, and 4

**11. The Five Year Plans contributed to labour policies in India by:**

1. Promoting industrial democracy in the Second Plan.
2. Ignoring labour welfare in favour of technological development in the Third Plan.
3. Emphasizing worker participation in management during the Eighth Plan.
4. Removing labour from the policy framework in the Twelfth Plan.

Which of the above statements are correct?

- A) 1, 2, and 3 only

- B) 2 and 4 only  
 C) 1 and 3 only  
 D) 1, 2, 3, and 4
- 

**12. Industrial health and safety risks can arise from:**

1. Use of outdated machinery and tools.
2. Lack of proper safety training for workers.
3. Technological innovations eliminating all workplace risks.
4. Environmental factors like exposure to hazardous chemicals.

Which of the above statements are correct?

- A) 1, 2, and 4 only  
 B) 2 and 3 only  
 C) 1 and 3 only  
 D) 1, 2, 3, and 4
- 

**13. Causes of industrial accidents include:**

1. Lack of safety protocols.
2. Faulty equipment and machinery.
3. Strict compliance with safety norms, ensuring zero accidents.
4. Human negligence and insufficient supervision.

Which of the above are correct?

- A) 1, 2, and 4 only  
 B) 2 and 3 only  
 C) 1 and 3 only  
 D) 1, 2, 3, and 4
- 

**14. The Directorate General of Factory Advice Service & Labour Institutes (DGFASLI) assists in:**

1. Formulating national policies on occupational safety.
2. Supervising safety compliance in all sectors.
3. Providing technical advice on industrial health and safety.
4. Managing the Employees' State Insurance (ESI) Scheme.

Which of the above are correct?

- A) 1 and 3 only  
 B) 2 and 4 only  
 C) 1, 2, and 3 only  
 D) 1, 3, and 4 only
- 

**15. The Second National Commission on Labour (2002) recommended:**

1. Simplification and codification of labour laws.
2. Elimination of all forms of labour welfare for small-scale industries.
3. Establishment of a national body for occupational safety.
4. Exemption of the unorganized sector from regulatory oversight.

Which of the above statements are correct?

- A) 1 and 3 only  
 B) 2 and 4 only  
 C) 1 and 2 only  
 D) 1, 3, and 4 only
-

**16. The Employees' State Insurance Act, 1948 covers:**

1. Industrial workers in both public and private sectors.
2. Agricultural workers in rural areas.
3. Employees working in hazardous industries like mining.
4. Government employees working in administrative offices.

Which of the above are correct?

- A) 1 and 3 only
  - B) 2 and 4 only
  - C) 1, 2, and 3 only
  - D) 1, 3, and 4 only
- 

**17. The role of tripartism in Indian labour policy involves:**

1. Equal representation of employers, employees, and government in decision-making bodies.
2. Exclusive representation by trade unions in all industrial decisions.
3. Creation of tripartite bodies like the Indian Labour Conference (ILC).
4. Exclusion of employers from national-level labour discussions.

Which of the above are correct?

- A) 1 and 3 only
  - B) 2 and 4 only
  - C) 1, 3, and 4 only
  - D) 1, 2, 3, and 4
- 

**18. Occupational health and safety in India include:**

1. Statutory regulations like the Factories Act, 1948.
2. Voluntary guidelines set by private industries.
3. Awareness programs and safety training for workers.
4. Centralized enforcement through the Ministry of Labour and Employment.

Which of the above are correct?

- A) 1 and 2 only
  - B) 1, 3, and 4 only
  - C) 2 and 4 only
  - D) 1, 2, 3, and 4
- 

**19. The Planning Commission's contribution to labour policy includes:**

1. Employment generation in the First and Fifth Plans.
2. Introducing skill development in the Eighth Plan.
3. Complete exclusion of labour issues in the Twelfth Plan.
4. Encouraging industrial peace through dispute resolution mechanisms.

Which of the above are correct?

- A) 1, 2, and 4 only
  - B) 2 and 3 only
  - C) 1 and 4 only
  - D) 1, 2, 3, and 4
-



**20. The role of the Directorate General of Mines** 14. **A**

**Safety includes:** 15. **A**

1. Ensuring safety regulations in all sectors of the economy. 16. **A**

2. Conducting inspections of mining operations. 17. **A**

3. Providing legal aid to miners involved in disputes. 18. **B**

4. Enforcing safety standards in coal and metal mines. 19. **A**

Which of the above are correct? 20. **B**

A) 1 and 2 only

B) 2 and 4 only

C) 1, 2, and 3 only

D) 1, 2, 3, and 4

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**Answers**

1. **C**

2. **B**

3. **B**

4. **B**

5. **A**

6. **A**

7. **C**

8. **A**

9. **B**

10. **B**

11. **A**

12. **A**

13. **A**