

PROVISIONAL ANSWER KEY

Paper: Acts and Rules administered by the Labour Department - Part III
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Question1:-Register of Agricultural Workers shall be maintained in Form ----- under the Kerala Agricultural Workers Rules, 1975.

- A:-2
- B:-4
- C:-7
- D:-5

Correct Answer:- Option-C

Question2:-What is the intention of the Kerala Agricultural Workers Act, 1974?

- A:-Welfare of the agricultural workers
- B:-Regulation of the conditions of the work
- C:-Welfare of the agricultural workers and regulation of conditions of service
- D:-Welfare of the agricultural workers and to regulate the conditions of their work

Correct Answer:- Option-D

Question3:-A Board constituted for the ----- is called Kerala Agricultural Workers Provident Fund Board.

- A:-Fixation of wages
- B:-Administration of the Fund
- C:-Welfare of the workers
- D:-Welfare of the workers and land owners

Correct Answer:- Option-B

Question4:-Agricultural Tribunal shall have no power to stay the operation of the order of the _____ pending disposal of the appeal.

- A:-Inspector
- B:-District Collector
- C:-Conciliation Officer
- D:-Commissioner

Correct Answer:- Option-C

Question5:-Who has to refer an agricultural dispute to the Agricultural Tribunal?

- A:-District Collector
- B:-District Labour Officer
- C:-Government
- D:-Labour Commissioner

Correct Answer:- Option-A

Question6:-Who shall maintain the Register of Agricultural Workers?

- A:-Inspector
- B:-Executive Authority
- C:-Employer
- D:-Landowner

Correct Answer:- Option-B

Question7:-According to the Kerala Agricultural Workers Rules, 1975, the agricultural Workers Provident fund Commissioner shall be ----- of the Board.

- A:-Chairman
- B:-Convener
- C:-Chief Executive Officer
- D:-Administrator

Correct Answer:- Option-C

Question8:-Nothing contained in section ----- of the Kerala Agricultural Workers Act, 1974 regarding the wages for over-time work shall apply in respect of harvest.

- A:-21
- B:-12
- C:-7(5)
- D:-7(3)

Correct Answer:- Option-A

Question9:-No landowner shall be under an obligation to employ any Agricultural Worker who is

- A:-more than fifty years
- B:-more than fifty five years
- C:-not incapacitated to do the work
- D:-incapacitated and unable to do the work

Correct Answer:- Option-D

Question10:-As per the provisions of the KAW Act an Agricultural Tribunal shall consists of

- A:-Five members
- B:-A sole member
- C:-Three members
- D:-Six members

Correct Answer:- Option-B

Question11:-If a landowner pays less than the prescribed wages to an Agricultural Worker, the Agricultural Worker may make an application to the ----- for a direction.

- A:-Inspector
- B:-Board
- C:-Conciliation officer
- D:-Agricultural tribunal

Correct Answer:- Option-C

Question12:-As per the provision of the Kerala Agricultural Workers Act 1974 the rates of the wages decided by an Industrial Relations Committee constituted for any area shall be deemed to be the ----- for that area.

- A:-minimum wages
- B:-fair wages
- C:-agreed rate of wages
- D:-prescribed wages

Correct Answer:- Option-C

Question13:-Nothing contained in the Section ----- of the Kerala Agricultural Workers Act, 1974 shall be deemed to prohibit an agreement between the landowner and the Agricultural worker for working less than eight hours on any day.

- A:-6
- B:-22
- C:-8
- D:-16

Correct Answer:- Option-D

Question14:-According to the provisions of Kerala Headload Workers Act, 1978 a person who has completed his eighteenth year of age is called

- A:-adolescent
- B:-adult
- C:-child
- D:-major

Correct Answer:- Option-B

Question15:-'Conciliation officer' in relation to an area, means the Conciliation officer appointed under section ----- of the KHLW Act, 1978.

- A:-3
- B:-14
- C:-18
- D:-4

Correct Answer:- Option-A

Question16:-An appeal against any order passed by a conciliation officer under section 11 of KHLW Act, 1978 shall be filed before the Appellate Authority within a period of ----- days.

- A:-Thirty
- B:-Sixty
- C:-Ninety
- D:-Forty Five

Correct Answer:- Option-A

Question17:-Who can make scheme for any employment in an area the KHLW Act, 1978

- A:-Committee
- B:-Board
- C:-Government
- D:-Welfare Board

Correct Answer:- Option-C

Question18:-As per the provisions of KHLW Act ,1978 every application for recovery of money due from an employer under a settlement shall be made within ----- from the date on which became due to the headload worker.

- A:-Six month
- B:-Three month
- C:-One year
- D:-Two years

Correct Answer:- Option-C

Question19:-The rate of wages notified by the Government from time to time after considering the advice of the Board in the matter shall be called ----- as specified in the KHLW Rules,1981.

- A:-Minimum wages
- B:-Ordinary wages
- C:-Agreed wages
- D:-Prescribed wages

Correct Answer:- Option-D

Question20:-How many members shall be nominated to the Headload Workers Welfare Board constituted under section 14 of the KHLW Act,1978?

- A:-Six members
- B:-Ten members
- C:-Five members
- D:-Fifteen members

Correct Answer:- Option-D

Question21:-Travelling Allowance of an official member of the Headload Workers welfare Board shall be paid from the funds of the

- A:-Government
- B:-Board
- C:-Committee
- D:-None of the above

Correct Answer:- Option-B

Question22:-While constituting a sub-committee, the Headload Workers Welfare Board may nominate one of its members to be the ----- of that committee.

- A:-Chief Executive
- B:-Chairman
- C:-Convener
- D:-President

Correct Answer:- Option-B

Question23:-"Headload Workers General Fund" shall be constituted as per rule ----- of the KHLW Rules, 1987.

- A:-14
- B:-21
- C:-17
- D:-26

Correct Answer:- Option-C

Question24:-The Board shall submit Annual Report on the working of the scheme to the Government before ----- each year in accordance with the KHLW Act & Rules.

- A:-31st of July
- B:-31st of March
- C:-31st of December
- D:-30th of September

Correct Answer:- Option-A

Question25:-The Registers and records required to be maintained under the KHLW Rules, 1981 shall be kept in the office of the

- A:-Inspector
- B:-Board
- C:-Committee
- D:-Employer

Correct Answer:- Option-D

Question26:-Who shall register the name of the Headload Worker in the Register of the Headload Workers as per the KHLW Act & Rules

- A:-District Labour Officer
- B:-Deputy Labour Officer
- C:-Assistant Labour Officer Grade II
- D:-Assistant Labour Officer Grade I

Correct Answer:- Option-C

Question27:-The application recovery for money due to a headload worker from the employer shall be in Form No.

- A:-VIII
- B:-VII
- C:-I
- D:-XI

Correct Answer:- Option-B

Question28:-Every employer shall maintain a Register of Employment and wages in Form No.V as per rule ----- KHLW Rule, 1981.

- A:-27(1)
- B:-3(1)
- C:-27(3)
- D:-3(2)

Correct Answer:- Option-A

Question29:-According to the Contract Labour (Registration and Abolition) Act, 1970, any industry the control of which by the union has been declared by any Central Act to be expedient in the public interest is called

- A:-Industrial establishment
- B:-Establishment
- C:-Controlled industry
- D:-Controlled trade

Correct Answer:- Option-C

Question30:-The Licensing officer may vary or amend a license granted under section ----- of the CL (R & A) Act, 1970 subject to any rules that may be made in this behalf.

- A:-14
- B:-12
- C:-11
- D:-28

Correct Answer:- Option-B

Question31:-Who is responsible for payment of wages to the worker employed as contract labour as per the CL (R & A) Act, 1970?

- A:-Principal Employer
- B:-Inspector
- C:-Licensing Officer
- D:-Contractor

Correct Answer:- Option-D

Question32:-Nothing contained in the Section 25(1) of the CL (R & A) Act, 1970 shall render any such person liable to any punishment if he proves that the offence was committed

- A:-with his consent
- B:-with his permission
- C:-with his neglect
- D:-without his knowledge

Correct Answer:- Option-D

Question33:-Effect of laws and agreement inconsistent with the CL (R & A) Act, 1970 are stated in section ----- of this Act.

- A:-30
- B:-11
- C:-8
- D:-35

Correct Answer:- Option-A

Question34:-According to the Kerala Contract Labour (R & A) Rules, 1974 every application for renewal of license shall be made ----- before the date on which the license expires.

- A:-Less than thirty days
- B:-Not less than thirty days
- C:-Not less than sixty days
- D:-Not less than seven days

Correct Answer:- Option-B

Question35:-Every appeal under section 15 of the CL (R & A) Act, 1970 shall be preferred in the form of a memorandum accompanied by a certified copy of the order appealed from and a demand draft for Rupees _____.

- A:-10
- B:-100
- C:-50
- D:-20

Correct Answer:- Option-A

Question36:-Where an appeal has been dismissed under rule 35 of the KCL (R & A) Rules, the Appellant may apply to the Appellate Officer for the

- A:-review
- B:-re-admission of the appeal
- C:-re-consideration
- D:-restoration

Correct Answer:- Option-B

Question37:-To whom the CL (R & A) Act, 1970 does not apply?

- A:-The establishments in which intermittent work is performed
- B:-The establishments in which 20 or more workmen are employed
- C:-The establishment in which casual nature is not performed
- D:-An establishment where in work is performed for 120 days

Correct Answer:- Option-A

Question38:-A workman shall be deemed to be employed as "Contract Labour" when he is hired for work in an establishment through a

- A:-Principal employer
- B:-Contractor
- C:-Person
- D:-Contract Labour board

Correct Answer:- Option-B

Question39:-As per the provisions of the CL (R & A) Act, a person who is responsible for supervision and control of the establishment shall be the principal employer in respect of

- A:-Cantonment Board
- B:-Factory
- C:-Oilfield
- D:-Any other establishment

Correct Answer:- Option-D

Question40:-Which section of the CL (R & A) Act, 1970 dealing with prohibiting employment of contract labour gives power to the Appropriate Government to prohibit contract labour in any process operation or other work in any establishment.

- A:-Section 15
- B:-Section 10
- C:-Section 22
- D:-Section 12

Correct Answer:- Option-B

Question41:-The object and purpose of section ----- of the CL (R & A) Act, 1970 is to ensure that wages payable in law by a contractor to his workmen are paid.

- A:-8
- B:-3
- C:-25
- D:-21

Correct Answer:- Option-D

Question42:-Who can forfeit the sum or any portion thereof deposited as security for the due performance of the conditions subject to which the license has been granted under the CL (R&A) Act, 1970?

- A:-Inspector
- B:-Appellate Authority
- C:-Licensing Officer
- D:-Government

Correct Answer:- Option-C

Question43:-Define the term 'contractor' as defined in CL (R & A) Act, 1970.

- A:-A person who supplies goods to the establishment
- B:-A person who supplies articles of manufacture to the establishment
- C:-A person who supplies contract labour
- D:-A person who undertakes to produce a given result for the establishment through contract labour

Correct Answer:- Option-D

Question44:-An application for recovery of money due from the employer under section 4 of the Kerala Payment of Subsistence Act, 1972 shall be submitted in Form A in

- A:-Triplicate
- B:-Quintuplicate
- C:-Duplicate
- D:-Quadruplicate

Correct Answer:- Option-B

Question45:-The Kerala Payment of Subsistence Allowance Act, 1972 applies to the employees employed in any establishment of

- A:-railway
- B:-oilfield
- C:-any industry
- D:-mine

Correct Answer:- Option-C

Question46:-Application for recovery of gratuity under the POG Act shall be submitted to the controlling Authority in Form

- A:-T
- B:-C
- C:-B
- D:-H

Correct Answer:- Option-A

Question47:-The Government may, by notification in the Gazette make rules for ----- of the KPSA Act 1972.

- A:-the purposes
- B:-the administration
- C:-the enforcement
- D:-carrying out the purposes

Correct Answer:- Option-D

Question48:-An employee who was drawing a monthly wages of rupees ten thousand was suspended from service for a period of 270 days by his employer and hence he is entitled to get an amount of rupees ----- as subsistence allowance under the KPSA Act, 1972.

- A:-Ninety thousand
- B:-Sixty seven thousand and five hundred
- C:-Forty five thousand
- D:-Sixty thousand

Correct Answer:- Option-B

Question49:-When an employee is exonerated of the charges which caused his suspension, the subsistence allowance paid to him for any period shall ----- the full wages admissible to him for the same period.

- A:-be adjusted against
- B:-be recovered from
- C:-not be adjusted against
- D:-not be recovered from

Correct Answer:- Option-A

Question50:-Who has to conduct an enquiry into the claim for recovery of dues under the KPSA Act, 1972?

- A:-Deputy Labour Commissioner
- B:-Inspector
- C:-Conciliation Officer appointed under the Industrial Disputes Act, 1947
- D:-Conciliation Officer

Correct Answer:- Option-C
Question51:-Application for recovery of money due from an employer shall be made within ----- under the KPSA Act.
A:-One year
B:-6 months
C:-three months
D:-two years
Correct Answer:- Option-A
Question52:-As per the provisions of the Payment of Gratuity Act, 1972 'Wages' means all emoluments which are earned by an employee while on duty but does not include any
A:-Incentive wages
B:-dearness allowance
C:-overtime wages
D:-wages earned while on leave
Correct Answer:- Option-C
Question53:-Any nomination made by the employee in favour of a person who is not a member of his family is ----- under the POG Act, 1972.
A:-valid
B:-not void
C:-void
D:-not invalid
Correct Answer:- Option-C
Question54:-Who shall arrange to pay the amount of gratuity within thirty days from the date it becomes payable to the person to whom the gratuity is payable under the POG Act, 1972?
A:-Controlling Authority
B:-Employer
C:-Inspector
D:-Appellate Authority
Correct Answer:- Option-B
Question55:-Who shall be responsible for the administration of the Payment of Gratuity Act, 1972?
A:-State Government
B:-Central Government
C:-Appropriate Government
D:-Controlling Authority
Correct Answer:- Option-D
Question56:-Forfeiture of the gratuity payable to the employee is contained in section ----- of the POG Act, 1972.
A:-4(6)
B:-7-A
C:-4-A
D:-8
Correct Answer:- Option-A
Question57:-Appropriate Government may exempt any employee or class of employees of any establishment in case they are in receipt of gratuity or pensionary benefits ----- than the benefits conferred under the POG Act.
A:-not more
B:-not less
C:-not less favourable
D:-more
Correct Answer:- Option-C
Question58:-'Continuous service' means continuous service as defined in section ----- of the Payment of Gratuity Act, 1972.
A:-2-A
B:-2(a)
C:-6(1)
D:-11
Correct Answer:- Option-A
Question59:-According to the Payment of Gratuity Act, 1972 "approved gratuity fund" shall have the same meanings as in clause (5) of section (2) of the
A:-Income Tax Act, 1961
B:-Industrial Dispute Act, 1947
C:-Minimum Wages Act, 1946
D:-Provident Fund Act
Correct Answer:- Option-A
Question60:-Whoever contravenes the provisions of sub-section (5) of section 4-A of the POG Act shall be punishable with fine which may extend to ----- rupees.
A:-One thousand
B:-Five thousand
C:-Ten thousand
D:-Two thousand
Correct Answer:- Option-C
Question61:-As per the Payment of POG Act, alteration of nomination shall be sent by the employee to
A:-The Controlling Authority
B:-His employer
C:-Inspector
D:-Appropriate Government
Correct Answer:- Option-B
Question62:-If the delay in the payment of gratuity is due to the fault of the employee and the employer has obtained written permission from the Controlling Authority, the employer has no liability to pay
A:-Interest
B:-Compound interest
C:-Simple interest
D:-Fine
Correct Answer:- Option-C
Question63:-Which section of the POG Act empowers the appropriate Government to appoint Inspectors for the purposes of this Act?
A:-7-B
B:-9(1)
C:-3-A
D:-7-A(1)
Correct Answer:- Option-D
Question64:-Where an employer intends to close down the business, he shall submit a notice in the prescribed form to the Controlling Authority of the area at least ----- before the intended closure under the POG Act & Rules.
A:-thirty days
B:-seven days
C:-fifteen days
D:-Sixty days
Correct Answer:- Option-D
Question65:-An employer may withdraw the notice referred to in Rule 5(1) of Payment of Gratuity Rules, by giving another notice in triplicate in
A:-Form F
B:-Form H
C:-Form A
D:-Form D
Correct Answer:- Option-D
Question66:-Which section empowers the Central Government to declare certain industries to be notified industries under the Sales Promotion Employees (Conditions of service) Act, 1976.
A:-Section 3
B:-Section 11-A
C:-Section 6
D:-Section 2
Correct Answer:- Option-A
Question67:-All words and expressions used but not defined in the SPE (COS) Service Act, 1976 and defined in the ----- shall have the meanings respectively assigned to them in that Act.
A:-Minimum Wages Act, 1948
B:-Industrial Disputes Act, 1947
C:-Payment of Wages Act, 1936
D:-Payment of Bonus Act, 1965

Correct Answer:- Option-B

Question68:-According to the SPE (COS) Act, 1976, "establishment" means an establishment engaged in

- A:-Any industry
- B:-Pharmaceutical industry
- C:-Steel industry
- D:-None of these

Correct Answer:- Option-B

Question69:-An employer who contravenes any rules made under the SPE (COS) Act shall be punishable with fine which may extend to ----- rupees.

- A:-ten thousand
- B:-five thousand
- C:-one thousand
- D:-five hundred

Correct Answer:- Option-C

Question70:-Holidays of a Sales promotion employee in a calendar is ----- only under the SPE (COS) Act & Rules.

- A:-twelve
- B:-ten
- C:-thirteen
- D:-nine

Correct Answer:- Option-B

Question71:-As per the provisions of the SPE (COS) Act & Rules a Sales promotion employee who desires to obtain leave of absence shall apply in writing to the

- A:-Employer
- B:-Manager
- C:-Competent Officer
- D:-Supervisor

Correct Answer:- Option-C

Question72:-An employer recalls a sales promotion employee on leave, he shall be entitled to ----- under the SPE (COS) Act & Rules.

- A:-dearness allowance
- B:-travelling allowance
- C:-allowance
- D:-no allowance

Correct Answer:- Option-B

Question73:-Sales Promotion employee shall not be entitled to cash compensation for earned leave not availed of for a period exceeding ----- day.

- A:-120
- B:-90
- C:-180
- D:-150

Correct Answer:- Option-A

Question74:-The letter of appointment to be furnished to a sales promotion employee under section 5 of the SPE (COS) Act shall be in the form

- A:-D
- B:-C
- C:-E
- D:-A

Correct Answer:- Option-D

Question75:-A Sales promotion employee may be granted ----- leave in special circumstances without wages at the discretion of the employer.

- A:-Quarantine
- B:-Study
- C:-Extraordinary
- D:-Medical

Correct Answer:- Option-C

Question76:-As per the provisions of the Kerala Casual, Temporary and Badli Workers (Wages) act, 1980 and Rules 1993, the worker shall on completion of the work for which he has engaged in the establishment, surrender the ----- to the employer.

- A:-Identity card
- B:-Work card
- C:-Service book
- D:-Service record

Correct Answer:- Option-B

Question77:-A worker who has been engaged for work which is of an essentially temporary nature likely to be finished within a limited period is called ----- under the KC, T & BW (W) Act

- A:-permanent worker
- B:-contract worker
- C:-temporary worker
- D:-badli worker

Correct Answer:- Option-C

Question78:-Who is the Authority appointed under section 4(1) of the KC,T & BW(W) Act for hearing and deciding the complaints?

- A:-Labour Commissioner
- B:-Labour Secretary
- C:-District Labour Officer
- D:-Deputy Labour Commissioner

Correct Answer:- Option-D

Question79:-Records kept under the provisions of the KC, T & BW(W) Act & Rule shall be preserved for a period of ----- from the date of their preparation.

- A:-five years
- B:-three years
- C:-one year
- D:-six month

Correct Answer:- Option-A

Question80:-According to the Equal Remuneration Act, 1976 'man' and 'woman' means male and female human beings respectively of ----- age.

- A:-fourteen years
- B:-eighteen years
- C:-twenty one years
- D:-of any age

Correct Answer:- Option-D

Question81:-As per section ----- of the ER Act, 1976 that no employer shall make any discrimination against women while making recruitment for the same work.

- A:-8
- B:-5
- C:-3
- D:-10

Correct Answer:- Option-B

Question82:-An Advisory Committee shall be constituted under the ER Act for the purpose of providing ----- for women.

- A:-opportunities
- B:-employment opportunities
- C:-increasing opportunities
- D:-increasing employment opportunities

Correct Answer:- Option-D

Question83:-Nothing in the Equal Remuneration Act shall apply to any special treatment accorded to women in connection with the

- A:-accident
- B:-injury
- C:- birth
- D:-disease

Correct Answer:- Option-C

Question84:-Complaint under clause (A) of sub-section (1) of section 7 of the Equal Remuneration Act, 1976 shall be submitted in Form

- A:-A
- B:-D
- C:-6
- D:-III

Correct Answer:- Option-A

Question85:-As per the provisions of the ER Act monies due from an employer arising out of the decision of the Appellate Authority can be recovered by making an application under Section 33-C(I) of the

- A:-Industrial Disputes Act, 1947
- B:-Payment of Wages Act, 1936
- C:-Minimum Wages Act, 1948
- D:-Equal Remuneration Act, 1976

Correct Answer:- Option-A

Question86:-If the period of suspension exceeds ninety days, the amount of subsistence allowances shall for the period exceeding ninety days, be ----- percent of the wages.

- A:-fifty
- B:-hundred
- C:-seventy five
- D:-none of these

Correct Answer:- Option-C

Question87:-An employ shall not in any event be liable to refund or forfeit any part of the subsistence allowance admissible to him under section ----- of the KPSA Act, 1972.

- A:-2
- B:-12
- C:-7
- D:-3(1)

Correct Answer:- Option-D

Question88:-The chairman of committee constituted under Section 6(1) of the Equal Remuneration Act, 1976 shall be nominated by the

- A:-Government
- B:-Central Government
- C:-Appropriate Government
- D:-Advisory committee

Correct Answer:- Option-B

Question89:-The term of office of the member of the Board appointed under section 14 of the Kerala Headload Workers Act shall be for a period of ----- year.

- A:-three
- B:-five
- C:-six
- D:-two

Correct Answer:- Option-A

Question90:-Application under section 11 of the KHLW Act shall be filed within ----- from the date of on which the wages become due

- A:-sixteen days
- B:-seven days
- C:-thirty days
- D:-three months

Correct Answer:- Option-C

Question91:-Whoever Obstructs any Inspector in the discharge of his duties under the KHLW Act shall be punishable with imprisonment for a term which may extend to

- A:-one year
- B:-two years
- C:-three months
- D:-six months

Correct Answer:- Option-D

Question92:-As per the provisions of the Contract Labour and Rules the Central Government may appoint one of its officials as ----- to the Board.

- A:-Chairman
- B:-Secretary
- C:-Vice Chairman
- D:-Chief Executive

Correct Answer:- Option-B

Question93:-In every establishment where ----- or more women are ordinarily employed as contract labour, there shall be provided two rooms for the use of their children.

- A:-ten
- B:-twenty
- C:-fifty
- D:-hundred

Correct Answer:- Option-B

Question94:-Agricultural Workers' Provident Fund shall vest in and be administered by a Board constituted under Section ----- of the Kerala, Agricultural Workers Act.

- A:-21
- B:-17
- C:-18(1)
- D:-11

Correct Answer:- Option-D

Question95:-If any question arises as to whether any person is disqualified under rule ----- of the KAW Rules it shall be referred to the Government for decision.

- A:-6(1)
- B:-8(1)
- C:-15(1)
- D:-20

Correct Answer:- Option-A

Question96:-As per the Kerala Agricultural Workers Rules the Executive Authority shall revise the register once in

- A:-three years
- B:-three months
- C:-six months
- D:-five years

Correct Answer:- Option-A

Question97:-An award referred to in section ----- of the Kerala Agricultural Workers Act shall be enforceable on the expiry of five days.

- A:-25(3)
- B:-18(1)
- C:-25(4)
- D:-22(2)

Correct Answer:- Option-A

Question98:-According to Sales Promotion Employees (Condition of Service) Rules, 1976 leave on medical certificate may be taken in continuation of ----- leave.

- A:-casual
- B:-quarantine
- C:-study
- D:-earned

Correct Answer:- Option-D

Question99:-As per the provisions of the Kerala Subsistence Allowance Act, wages means all remuneration capable of being expressed in term of money and includes

- A:-bonus
- B:-contribution to pension fund
- C:-gratuity
- D:-food allowance

Correct Answer:- Option-D

Question100:-No headload worker shall work for more than ----- hours continuously before he had an interval for rest.

- A:-three
- B:-four
- C:-six
- D:-eight

Correct Answer:- Option-A