

FINAL ANSWER KEY

Paper: Acts and Rules administered by the Labour Department - Part III
Medium of Question: English
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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

- 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 app

- 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 ----

- 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 const ----- 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 b 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

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 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 ----

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 the

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

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 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

- 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

- 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

- 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 _____ 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

- 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 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 h

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

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 subm

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 emplo
----- 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 --
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

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, 197

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
- 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 pf 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 ---
- 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 Cont
- 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 a 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 Employee
- 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 meani
- 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 -----

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 writi

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 -----

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 emplo'

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 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 -

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 the

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 -----

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 recruitme

- 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

- 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 -----

- 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 -----

- 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 -----

- 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

- 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 Bo

- 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

- 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,

- 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 Governr

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 ---

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

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