

**FINAL ANSWER KEY**

Paper: Acts and Rules administered by the Labour Department - Part II  
 Medium of Question: English  
 Date of Examination: 05-03-2019

Question1:-In the state of Kerala, Industrial Employment Standing Orders Act, 1946, is applicable to every establishment where in \_\_\_\_\_ workmen or more were employed on any day of the preceding twelve months.

- A:-Less than 50
- B:-50 or more
- C:-100 or more
- D:-none of these

Correct Answer:- Option-B

Question2:-As per the provisions of the Working Journalists and Other Newspaper Employees (Conditions of service) & Miscellaneous Provisions Act 1955, the total amount of gratuity payable to a working journalist, who has been in continuous service for not less than 10 years in any newspaper establishment and voluntarily resigns from service from that establishment on or after first day of July 1961 on any ground whatsoever other than on the ground of conscience, shall not exceed \_\_\_\_\_ months average pay.

- A:-'10(1)/(2)'
- B:-'5(1)/(2)'
- C:-'12(1)/(2)'
- D:-'15(1)/(2)'

Correct Answer:- Option-C

Question3:-As per the provisions of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act 1955, the Central Government is empowered to fix the interim rates of wages in respect of working Journalists by section \_\_\_\_\_ of the Act.

- A:-Section 17A
- B:-Section 13A
- C:-Section 12
- D:-Section 11

Correct Answer:- Option-B

Question4:-As per Kerala Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983, every principal employer of registered establishment shall send annually a return in Form XXIV, so as to reach the Registering Officer concerned not later than the \_\_\_\_\_ following the end of the year to which it relates.

- A:-15th January
- B:-15th March
- C:-15th February
- D:-30th February

Correct Answer:- Option-C

Question5:-As per the Kerala Inter-state Migrant Workmen (Regulation of employment and conditions of service) Rules,1983, every establishment employing female migrant workers, shall provide at least one latrine for every \_\_\_\_\_ females.

- A:-25
- B:-20
- C:-30
- D:-10

Correct Answer:- Option-A

Question6:-Who is empowered to exempt an employer from any requirements made in any Rules under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998?

- A:-Inspector
- B:-Chairperson of the State Advisory Committee
- C:-Joint Labour Commissioner
- D:-Chief Inspector

Correct Answer:- Option-D

Question7:-As per the Building and Other Construction Workers Welfare Cess Rule, 1998, a complaint against the employer for furnishing false information in the Return, intentionally to evade payment of cess, is to be filed before a court of Law after getting authorisation from \_\_\_\_\_.

- A:-Central Government
- B:-State Government
- C:-Labour Commissioner
- D:-Board constituted under sec. 18(1) of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996

Correct Answer:- Option-A

Question8:-An employee having 15 years service in an establishment is dismissed for misappropriation of funds, after serving a period of 6 months in that accounting year. Whether he is entitled to receive bonus as per the provisions of Payment of Bonus Act, 1965?

- A:-Yes, for the period in which he was in service in the accounting year
- B:-Yes, if the amount misappropriated is less than bonus
- C:-No
- D:-Yes, If he agreed to pay the misappropriated amount

Correct Answer:- Option-C

Question9:-Which section of the Payment of Bonus Act, 1965, exempts the employees of social welfare institutions, established not for the purpose of profit, from the ambit of payment of Bonus Act, 1965?

- A:-Sec. 16
- B:-Sec. 32
- C:-Sec. 8
- D:-Sec. 18

Correct Answer:- Option-B

Question10:-Copy of every alteration made in the Rules of the registered Trade Union shall be sent to the Registrar within \_\_\_\_\_ days of the making of the alteration.

- A:-60
- B:-21
- C:-14
- D:-15

Correct Answer:- Option-D

Question11:-Under the provisions of the Industrial Disputes Act, 1947, Appropriate Government is empowered by notification to declare any industry specified in the first schedule to be public utility service, for the purpose of this Act for a period of \_\_\_\_\_ at a time.

- A:-6 months
- B:-12 months
- C:-2 year
- D:-no specific period in the Act

Correct Answer:- Option-A

Question12:-What is the minimum service required to become eligible for gratuity under the provisions of Kerala Industrial Employees Payment of Gratuity Act, 1970?

- A:-5 years in the case of retirement
- B:-10 years in the case of resignation
- C:-12 years in the case of retrenchment
- D:-20 years in the case of dismissal

Correct Answer:- Option-A

Question13:-The Settlement arrived at other than In the course of conciliation proceedings shall be in \_\_\_\_\_ as per Kerala Industrial Disputes Rules, 1957?

- A:-Form H
- B:-Form F
- C:-Form J
- D:-Form HH

Correct Answer:- Option-D

Question14:-Which of the following is not a public utility service as per the provisions of Industrial Disputes Act, 1947?

- A:-Any railway service
- B:-Hospital service
- C:-Any transport service for the carriage of passengers
- D:-Any system of public conservancy or sanitation

Correct Answer:- Option-B

Question15:-The Registrar of a Trade Union before withdrawing the Registration certificate of a Union is bound to give \_\_\_\_\_ months notice in writing specifying the ground on which he is proposed to withdraw the certificate.

- A:-3
- B:-6
- C:-2
- D:-1

Correct Answer:- Option-C

Question16:-An application for registration of a Trade Union under the provisions of the Trade Union Act,1926, is submitted by 8 members of the Trade Union and subsequently before the registration, 4 of them ceased to be the members of the trade union due to retirement. Whether the application becomes invalid on that account?

- A:-Yes
- B:-No
- C:-No, if they were ceased to be members after 3 months from the date of application
- D:-No, if they were ceased to be members before the annual general body meeting

Correct Answer:- Option-B

Question17:-As per the Building and Other Construction Workers Welfare Cess Rules,1998,the Board shall refund the excess amount of cess collected within a period of \_\_\_\_\_ of the receipt of the revised order enclosed by the assessing officer.

- A:-30 days
- B:-15 days

C:-5 days

D:-No date specified

Correct Answer: - Option-A

Question18:-Administrative expenses in a financial year for the Board constituted under Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act,1996, shall be limited to \_\_\_\_\_ percentage of its total expenses in that financial year.

A:-5

B:-10

C:-8

D:-none of these

Correct Answer: - Option-A

Question19:-Under the Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983, the application for renewal of licence shall be in Form \_\_\_\_\_.

A:-IX

B:-XI

C:-IV

D:-XIV

Correct Answer: - Option-A

Question20:-As per section \_\_\_\_\_ of the Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, principal employer of an establishment to which this Act applies shall not employ interstate migrant workmen in the establishment unless a certificate of registration in respect of such establishment issued under this Act is in force.

A:-10

B:-8

C:-18

D:-6

Correct Answer: - Option-D

Question21:-An employee who fails to comply with the provisions of the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988, shall be punishable for any second or subsequent conviction with fine which may extend to rupees \_\_\_\_\_.

A:-2,000

B:-10,000

C:-5,000

D:-25,000

Correct Answer: - Option-D

Question22:-As per Kerala Inter-state Migrant Workmen (Regulation of employment and conditions of service) Rules, 1983, displacement allowance is to be paid \_\_\_\_\_ to the Inter-state migrant workmen.

A:-along with the first months salary

B:-at the time of recruitment

C:-at the time of joining duty

D:-within a period of 30 days from the date of recruitment

Correct Answer: - Option-B

Question23:-Which of the following is coming within the definition of 'wage' as per the provisions of Inter-state Migrant Workmen (Regulation of employment and conditions of service) Act, 1979?

A:-any bonus which not payable under any award

B:-travelling allowance

C:-value of any remuneration in respect of overtime work

D:-contribution paid by the employer to any pension provident fund

Correct Answer: - Option-C

Question24:-The maximum time that can be extended by the appropriate Government for the payment of bonus upon an application made by the employer, in the absence of an award of settlement, is \_\_\_\_\_ as per Payment of Bonus Act ,1965.

A:-9 week

B:-1 year

C:-2 year

D:-none of these

Correct Answer: - Option-C

Question25:-According to Rule \_\_\_\_\_ of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules,1998, if a building or other construction work is carried out in a place in close proximity to public vehicular traffic which may cause danger to building workers, the construction site shall be barricaded.

A:-38

B:-70

C:-63

D:-45

Correct Answer: - Option-D

Question26:-From the list given below, select the Act which not empowers the State Government to make Rules?

A:-Industrial employment standing orders Act, 1946

B:-Building and Other Construction Workers Welfare Cess Act ,1996

C:-Trade union Act ,1926

D:-Maternity benefit Act, 1961

Correct Answer: - Option-B

Question27:-An employee is drawing a salary of 15,000 rupees per month as per the provisions of Minimum Wages Act, 1948. What is the amount of salary upon which bonus will be calculated as per the provisions of Payment of Bonus Act. 1965?

A:-15,000

B:-7,000

C:-3,500

D:-10,000

Correct Answer: - Option-C

Question28:-As per Maternity Benefit Act, 1961, the maximum period of maternity benefit a women is entitled to receive preceding the date of delivery is?

A:-12 weeks

B:-6 weeks

C:-8 weeks

D:-10 weeks

Correct Answer: - Option-B

Question29:-For getting registration of a trade union, the rules of that union shall provide one of the following matters.

A:-The manner in which trade union may be dissolved

B:-The maintenance of annual property document

C:-The maintenance of family particulars of members

D:-The maintenance of annual income of the members

Correct Answer: - Option-A

Question30:-As per section \_\_\_\_\_ of the Trade Union Act, 1926, Registrar is empowered to call for further information for the purpose of satisfying himself that the application complies with the provisions of the section 5.

A:-6

B:-9

C:-3

D:-7

Correct Answer: - Option-D

Question31:-Annual return to be filed under section 28 of the Trade Union Act,1926, shall be in \_\_\_\_\_.

A:-Form L

B:-Form LL

C:-Form K

D:-Form H

Correct Answer: - Option-A

Question32:-Who among the following is not qualified to conduct the Annual audit of the accounts of a trade union having 5000 members under the Trade Union Act, 1926?

A:-Any person who have held an appointment under Central Government in accounts department

B:-The registrar of cooperative societies

C:-Any auditor authorized to audit the accounts of companies under section 226 of the companies Act 1956

D:-Any person duly authorized under Madras cooperative societies Act, 1932 to conduct audit of any Cooperative Society

Correct Answer: - Option-A

Question33:-Which section of the Industrial Disputes Act, 1947 stipulates that an employer who prefers any proceedings in the High Court against the award of the Labour Court directing him to reinstate the workman, is liable to pay full wages last drawn by the workman during the pendency of such appeal provided the workman is unemployed.

A:-Section 17 A

B:-Section 11 A

C:-Section 17

D:-Section 17 B

Correct Answer: - Option-D

Question34:- As per Industrial Disputes Act, 1947, settlement between the parties to the disputes shall come into operation ----

A:-From the 1st day of the calendar year in which agreement was executed by the parties to the disputes

B:-From the date on which the agreement was signed by the parties to the dispute

C:-On such date as is agreed upon by the parties to the dispute in the agreement

D:-From the following the day on which the operation of previous agreement ends

Correct Answer: - Option-C

Question35:-Works committee constituted under the provisions of industrial Disputes Act, 1947, in an establishment consists of \_\_\_\_\_.

A:-Representatives of workmen and employers engaged in the establishment

B:-Representatives of workmen, employers and appropriate Government in equal numbers

C:-Representatives of workmen, employers and two social workers

D:-None of the above

Correct Answer: - Option-A

Question36:-Which provision of the Industrial Disputes Act,1947, stipulates that an employer should maintain a muster roll for the purpose of chapter VA and to provide for making entries therein by the workmen?

A:-25 H

B:-25 D

C:-25 G

D:-25 F

Correct Answer: - Option-B

Question37:-According to the Kerala Industrial Employees Payment of Gratuity Act, 1970, service interrupted by \_\_\_\_\_ not due to employees fault is Included in continuous service.

A:-strike

B:-lockout

C:-sickness

D:-All of the above

Correct Answer: - Option-D

Question38:-As per the provisions of Kerala Industrial Employees Payment of Gratuity Act, 1970, if the number of employees who took voluntary retirement in any particular year from a factory exceeds 5% of the total number of workers in the factory, \_\_\_\_\_percentage of the total number of employees are eligible for gratuity.

A:-3

B:-10

C:-5

D:-20

Correct Answer: - Option-C

Question39:-Appeal against an order of Certifying Officer under Sub-Section (2) of section 5 of the Industrial Employment Standing Orders Act, 1946, is to be filed before the Appellate authority within \_\_\_\_\_ days from the date on which copies are sent under Sub-Section (3) of that Section.

A:-21

B:-45

C:-10

D:-30

Correct Answer: - Option-D

Question40:-The Register required to be maintained as per section 8 of Kerala Industrial Employment Standing Orders Rules, 1958, shall be in Form \_\_\_\_\_.

A:-IV

B:-VII

C:-V

D:-VI

Correct Answer: - Option-A

Question41:-standing Orders finally certified as per Industrial Employment Standing Orders Act, 1946, shall not, except on an agreement between the employer and trade union be liable for modification until the expiry of \_\_\_\_\_months from the date on which standing orders or the last modifications thereof came into operation.

A:-3 months

B:-6 months

C:-12 months

D:-2 year

Correct Answer: - Option-B

Question42:-As per the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules 1957, gratuity shall be paid to a working journalist as soon as possible and not later than \_\_\_\_\_ after it becomes due.

A:-15 days

B:-30 days

C:-3 months

D:-2 months

Correct Answer: - Option-C

Question43:-Which Section of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955, prohibits the employer to retrench any newspaper employee for the reason of his liability for payment of wages to newspaper employee at the rates specified in an order of the Central Government under Section 12 read with Section 13 DD.

A:-13AA

B:-16A

C:-14

D:-13 C

Correct Answer: - Option-B

Question44:-Under the provisions of the working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules 1957, how many hours of duty will constitute normal working day of a working journalist other than editor, reporter, correspondent, news photographer and reporter, in a day shift?

A:-10 hours, including the time for meals

B:-8 hours, including the time for meals

C:-6 hours, excluding the time for meals

D:-6 hours, including the time for meals

Correct Answer: - Option-C

Question45:-Which section of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, prohibits the employment of a person with defective vision in any such operation of a building which is likely to involve a risk of any accident to any of the building worker?

A:-Sec. 31

B:-Sec. 33

C:-Sec. 38

D:-Sec. 43

Correct Answer: - Option-A

Question46:-Who cannot be appointed as Employees Compensation Commissioner under the Employees Compensation Act, 1923?

A:-A Gazetted officer for not less than five years service having educational qualification and experience in personnel management, human resource development and Industrial relations.

B:-Who has been a member of state Judicial service for a period of five years

C:-Who has been an advocate for a period of 5 years

D:-Who has been in State/Central Civil service as a Gazetted officer and 10 years experience in conciliation of disputes

Correct Answer: - Option-D

Question47:-under the Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979,the period of limitation for filing a complaint before the court where the offence consists of disobeying a written order made by an Inspector is within \_\_\_\_\_months of the date on which the offence is alleged to have been committed.

A:-12

B:-3

C:-6

D:-9

Correct Answer: - Option-C

Question48:-As per the provisions of the Trade union Act, 1926, appropriate Government, in relation to a trade union whose objects are not confined to one state is \_\_\_\_\_.

A:-The state in which its registered office situates

B:-The State Government notified by the Central Government

C:-The State in which majority of its members resides

D:-The Central Government

Correct Answer: - Option-D

Question49:-As per the Trade union Act, 1926, in the case of unorganized sector, not less than \_\_\_\_\_ of the total number of office bearers of every registered Trade union shall be persons actually engaged or employed in an industry with which the trade union is connected.

A:-2/3

B:-1/2

C:-3/4

D:-1/3

Correct Answer: - Option-B

Question50:-As per Trade Union Act, 1926, which one of the following is not a valid ground for cancellation of registration?

A:-The certificate has been obtained by mistake

B:-The trade union ceased to exist

C:-The trade union ceased to have required number of members

D:-Annual property statement of office bearers not filed

Correct Answer: - Option-D

Question51:-Under Trade Union Act, 1926, notice of dissolution of a Trade Union shall be sent to the Registrar within \_\_\_\_\_days of the dissolution.

A:-30

B:-10

C:-7

D:-14

Correct Answer: - Option-D

Question52:-Any money due to a workman from an employer under a settlement can be recovered as per the provisions of \_\_\_\_\_ of the Industrial Disputes Act, 1947.

A:-Subsection (1) of section 33

B:-Subsection (2) of section 33 C

C:-Subsection (1) of section 33 C

D:-Subsection (4) of section 33

Correct Answer: - Option-C

Question53:-The term of office of a workmen's representative on the Committee constituted under section 3(1) of the Industrial Disputes Act,1947,other than a member chosen to fill a casual vacancy is \_\_\_\_\_.

A:-6 years

B:- 2 years

C:- 3 Years

D:- 5 years

Correct Answer: - Option-D

Question54:-An employer who fails to submit draft standing orders as required by Section 3 of the Industrial Employment Standing Orders Act, 1946, shall be punishable with fine which may extend to rupees.

A:- 5,000

B:- 20,000

C:- 10,000

D:- 15,000

Correct Answer: - Option-A

Question55:-The Central Government is empowered to constitute Wage Board for fixing or revising the rates of wages of non-journalist newspaper employees under Section \_\_\_\_\_ of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955.

A:- 9

B:- 8

C:- 13 B

D:- 13 C

Correct Answer: - Option-D

Question56:-Working Journalists are permitted to accumulate earned leave upto \_\_\_\_\_ day as per the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules, 1957.

A:- 30

B:- 60

C:- 90

D:- 120

Correct Answer: - Option-C

Question57:-The committee constituted under Section 3 of Working Journalists (fixation of rate of wages) Act, 1958, can authorise any officer of the Central Government to examine accounts or documents as per the provisions of section \_\_\_\_\_.

A:-Section 4(3)

B:-Section 6(2)

C:-Section 3(2)8

D:-Section 5(3)

Correct Answer: - Option-D

Question58:-An employee depositing compensation in accordance with section 8(2) of the Employees Compensation Act, 1923, shall furnish a return in form \_\_\_\_\_.

A:-AA

B:-D

C:-A

D:-E

Correct Answer: - Option-B

Question59:-As per section \_\_\_\_\_ of the Employees Compensation Act, 1923,the amount of compensation shall be the first charge on the immovable property of the employer.

A:- 14 A

B:- 15 A

C:- 21

D:- 22 A

Correct Answer: - Option-A

Question60:-How many Festival holidays shall be allowed to an employee of an Industrial establishment coming within the purview of Kerala Industrial Establishments (National and Festival Holidays) Act, 1958?

A:- 12

B:- 9

C:- 10

D:- 13

Correct Answer: - Option-B

Question61:-As per Kerala Industrial Establishments (National and Festival Holidays) Rules, 1959, every employer of an Industrial establishment shall maintain a muster roll in \_\_\_\_\_.

A:-Form IV

B:-Form II

C:-Form VI

D:-Form III

Correct Answer: - Option-C

Question62:-Every contractor, under the provisions of Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, shall furnish to the specified authorities the particulars regarding recruitment and employment of migrant workmen in \_\_\_\_\_.

A:- Form X

B:-Form XI

C:-Form XII

D:-Form V

Correct Answer: - Option-A

Question63:-As per \_\_\_\_\_ of the Inter-state Migrant Workmen (Regulation of employment and conditions of service) Act, 1979, if the contractor make short payment of wages to Inter-state Migrant workers, liability falls upon the principal employer to make payment of the unpaid balance.

A:-sec.19

B:-sec. 13

C:-sec. 18

D:-sec. 17

Correct Answer: - Option-D

Question64:-As per the Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, the time limit for filing an application by the Interstate Migrant workers for transferring the industrial disputes to the state wherein the recruitment of such workmen was made is after the expiry of \_\_\_\_\_ from the date of his return to the state wherein the recruitment was made, after the completion of his employment.

A:- 3 months

B:- 6 months

C:- 2 months

D:- 4 months

Correct Answer: - Option-B

Question65:-what is the quorum of a meeting of the State Advisory Committee constituted under Building and Other Construction Workers (Regulation of Employment and Conditions of service) Kerala Rules, 1998?

A:- 8

B:- 10

C:- 6

D:- 7

Correct Answer: - Option-C

Question66:-As per Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act,1996, the maximum amount of fine that can be imposed for not giving notice under section 46(1) is Rs

A:- 5,000

B:- 2,000

C:- 1,000

D:- 2,500

Correct Answer: - Option-B

Question67:-Where the employment of a migrant workman is terminated by or on behalf of the contractor, the wages earned by the migrant workman shall be paid before the expiry of \_\_\_\_\_ from the day on which his employment is terminated.

A:-2nd working day

B:- 7 days

C:-7th working day

D:- 10th day

Correct Answer: - Option-A

Question68:-Under the Building and Other Construction Workers Welfare Cess Act, 1996, the rate at which the cess levied on the cost of construction is specified through notification in the official Gazette by \_\_\_\_\_.

A:-State Government

B:-Central Government, only if the construction is in the union territory

C:-rate specified in the Act

D:-Central Government

Correct Answer: - Option-D

Question69:-As per the Building and Other Construction Workers Welfare Cess Rules, 1998, appeal against the assessment order is to be filed within a period of \_\_\_\_\_ from the date of receipt of the order

A:- 1 month

B:- 60 days

C:- 3 months

D:- 15 days

Correct Answer: - Option-C

Question70:-An establishment coming within the purview of Payment of Bonus Act, 1965, does not make any profit during the first five accounting years of its operation. Whether the employees of the establishment are entitled for bonus during the first five years of its operation?

A:-Yes, up to a maximum of 3500

B:-Yes, up to a maximum of 7000

C:-Yes, up to a maximum of 8.33% of salary

D:-No

Correct Answer: - Option-D

Question71:-As per trade union Act, 1926, any two trade unions may be amalgamated together as one trade union, provided that the votes of at least one half of the members of each trade union entitled to votes are recorded and that at least \_\_\_\_\_ percentage of votes recorded are in favour of the proposal.

A:-60

B:-51

C:-40

D:-75

Correct Answer: - Option-A

Question72:-Draft standing orders shall be submitted by the employer to the Certifying Officer within \_\_\_\_\_ from the date on which the Industrial Employment Standing Orders Act, 1946, is applicable to an establishment.

A:-1 year

B:-3 months

C:-6 months

D:-1 month

Correct Answer: - Option-C

Question73:-As per the provisions of The Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955, working journalists are entitled to earned leave on full wages for not less than \_\_\_\_\_ of the period spent on duty.

A:-1/11th

B:-1/10th

C:-1/20th

D:-1/22th

Correct Answer: - Option-A

Question74:-Whether holidays other than weekly holidays can be suffixed or prefixed to any leave under the Working Journalists and Other Newspaper Employees (Conditions of service) & Miscellaneous Provisions Rules, 1957?

A:-No

B:-Yes, with the prior permission of competent officer

C:-Yes with the prior sanction from Labour Commissioner

D:-Yes, with the prior permission of Inspector appointed under the Act

Correct Answer: - Option-B

Question75:-Interstate Migrant Workmen (Regulation of employment and conditions of service) Act, 1979 applies to every contractor who employs \_\_\_\_\_ or more interstate migrant workmen on any day of the preceding 12 months.

A:-20

B:-10

C:-5

D:-15

Correct Answer: - Option-C

Question76:-An employer is bound to give notice in the prescribed form to the employee before \_\_\_\_\_ for employing him/her in any holiday allowed as per the provisions of the Kerala Industrial Establishments (National and Festival Holidays) Act, 1958.

A:-48 hours

B:-3 days

C:-24 hours

D:-36 hours

Correct Answer: - Option-C

Question77:-As per the provisions of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules, 1957, subject to such agreement as may be arrived at between parties, if a news photographer enters upon duty had at his disposal an interval of rest for \_\_\_\_\_ between two assignment of work, such interval of rest shall not be treated as duty.

A:-2 hours or less

B:-more than 2 hours

C:-more than 3 hours

D:-none of these

Correct Answer: - Option-A

Question78:-Who is not a 'dependent' of the deceased employee as per Employees Compensation Act 1923?

A:-a minor illegitimate son

B:-minor daughter

C:-widower

D:-a widowed sister

Correct Answer: - Option-D

Question79:-As per the provisions of the Employees Compensation Act, 1923, what is the time limit for filing a claim for compensation before the Commissioner when an employee who is recruited by a company, registered in India, and working abroad succumbed to the injury?

A:-Within 1 year from the date of death

B:-Within 1 year after the news of the death has been received by the claimant

C:-Within 6 months after the news of death has been received by the claimant.

D:-within 6 months from the date of death

Correct Answer: - Option-B

Question80:-Whether an employer of an establishment who maintains registers and furnishes core return as per the provisions of Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988, is bound to give wages slip to workers specified in the minimum wages Act, 1948?

A:-Yes

B:-No

C:-No, if the copy of returns is exhibited in the notice board

D:-No, if the copy of returns and registers served to trade unions

Correct Answer: - Option-A

Question81:-As per the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988, small establishment means an establishment in which persons are employed or were employed on any day of the preceding twelve months is...

A:-Not less than 10 and not more than twenty

B:-Not less than 10 and not more than nineteen

C:-Not less than 10 and not more than fifty

D:-Not less than 20 and not more than thirty

Correct Answer: - Option-B

Question82:-As per the Kerala Industrial Establishments (National and Festival Holidays) Rules, 1959, the list of holidays to be allowed to the succeeding year shall be submitted to the Inspector \_\_\_\_\_ every year.

A:-before the end of November 15

B:-before the end of December 15

C:-before the end of November

D:-before the end of December 30

Correct Answer: - Option-C

Question83:-No employee shall be entitled to any wages for any of the holidays, allowed under section 3 of the Kerala Industrial Establishments (National and Festival Holidays) Act 1958, other than the National festival holidays unless he has been in service under the employer for a total period of thirty days within a continuous period of ninety days immediately preceding such holiday as per Section \_\_\_\_\_.

A:-6(2)

B:-7

C:-3

D:-5

Correct Answer: - Option-D

Question84:-The authority to Interpret standing orders certified under the Industrial Employment Standing Orders Act, 1946, is vested with \_\_\_\_\_.

A:-Deputy Labour commissioner

B:-Labour court constituted under Industrial Disputes Act 1947

C:-Labour Commissioner

D:-Regional Joint Labour Commissioner

Correct Answer: - Option-B

Question85:-An employer of a newspaper establishment convicted of an offence under the Working Journalists and Other Newspaper Employees (Conditions of service) & Miscellaneous Provisions Act 1955, is again convicted of an offence involving contravention of the same provision shall be punishable with fine which may extend to \_\_\_\_\_ rupees.

A:-500

B:-1,000

C:-10,000

D:-250

Correct Answer: - Option-A

Question86:-Whether a working journalist can enter into an agreement with the employer in any of the matter connected with his wages under the provisions of Working Journalists (fixation of rate of wages) Act, 1958

A:-No

B:-Yes, with the approval of the committee constituted under section 3 of the Act

C:-Yes, if the rights and privileges entitled by the working journalist in any matter by way of that agreement is more favourable to him than those he would have entitled under this Act.

D:-Yes, with the prior permission of the Tribunal constituted under section 13 AA of the Working Journalists and Other Newspaper Employees (Conditions of service) & Miscellaneous Provisions Act 1955

Correct Answer: - Option-C

Question87:-Which provision of the Employees Compensation Act 1923, empowers the Central Government to specify, by notification in the Official Gazette, such monthly wages in relation to an employee as may be considered for determining the amount of compensation.

- A:-sub-section (2A) of section 4
- B:-sub-section (1B) of section 4
- C:-sub-section (1) of section 5
- D:-clause (a) of section 5

Correct Answer: - Option-B

Question88:-As per the provisions of Employees Compensation Act, 1923, the amount of funeral expenses an employer shall pay if the injury of the employee resulted in his death is \_\_\_\_\_.

- A:-2500
- B:-not less than 3000
- C:-not less than 10000
- D:-not less than 5000

Correct Answer: - Option-D

Question89:-The Licensing Officer is empowered under section \_\_\_\_\_ of the Inter-state Migrant Workmen (Regulation of employment and conditions of service) Act,1979, to forfeit the security amount furnished under section 8(2).

- A:-12
- B:-5
- C:-10
- D:-14

Correct Answer: - Option-C

Question90:-The service certificate issued on termination of employment of a migrant workmen shall be in Form \_\_\_\_\_ as per Inter-state Migrant workmen (Regulation of Employment and Conditions of Service) Rules, 1983.

- A:-X
- B:-XIV
- C:-VII
- D:-VIII

Correct Answer: - Option-B

Question91:-A residential building, the construction cost of which is Rupees 10 lakhs is not coming within the purview of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, as per section \_\_\_\_\_.

- A:-2(1) (j)
- B:-12
- C:-10
- D:-1(4)

Correct Answer: - Option-A

Question92:-As per the Kerala Inter-state Migrant workmen Rules, 1983, no female migrant workman shall be employed by any contractor except in pit head baths, creches, canteens and midwives and nurses in hospitals and dispensaries \_\_\_\_\_.

- A:-before 6 am or after 9 pm
- B:-before 7 am or after 6 pm
- C:-before 6 am or after 8 pm
- D:-before 6 am or after 7 pm

Correct Answer: - Option-D

Question93:-As per the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules,1998, every employer shall issue wage book to the building worker, if the wage period is one week or more in Form \_\_\_\_\_.

- A:-XXXII
- B:-XVII
- C:-XXIII
- D:-XXV

Correct Answer: - Option-C

Question94:-Whoever fails to send to the Commissioner a statement which he is required to send under section 10 A (1) of the Employees Compensation Act, 1923, shall be punishable with fine which may extend to \_\_\_\_\_ rupees.

- A:-5000
- B:-2000
- C:-250
- D:-500

Correct Answer: - Option-A

Question95:-An Inspector is empowered under the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, to seize a register or record from any premises where building work is carried on. Which section of this Act stipulates that provisions of Code of Criminal procedure, 1973, shall, so far as may be, apply to such seizure made under this Act as they apply to any seizure made under the authority of a warrant issued under section 94 of that code?

- A:-Sec. 50
- B:-Sec. 43
- C:-Sec. 47
- D:-Sec.49

Correct Answer: - Option-B

Question96:-Which section of the Maternity Benefit Act, 1961, stipulates that a woman is not entitled for maternity benefit, if she has not worked in the establishment of the employer for a minimum period of 80 days in twelve months immediately preceding the date of her expected delivery

- A:-Sec.2
- B:-sec.5 B
- C:-sec.6
- D:-sec. 5

Correct Answer: - Option-D

Question97:-If the application for registration under Section 7 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules,1998, is not submitted within the time specified a penalty of \_\_\_\_\_ shall be imposed.

- A:-2% per month of registration fee
- B:-10% of registration fee
- C:-25% of registration fee
- D:-Equal to that of registration fee

Correct Answer: - Option-C

Question98:-How many holidays in a calendar year are allowed to a working journalist as per the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules, 1957

- A:-10
- B:-13
- C:-9
- D:-None of these

Correct Answer: - Option-A

Question99:-'Scaffold' is defined in Rule \_\_\_\_\_ of the Building and Other Construction Workers (Regulation of Employment and Conditions of service) Kerala Rules, 1998.

- A:-2(ggg)
- B:-2(zz)
- C:-2(ccc)
- D:-2(rr)

Correct Answer: - Option-D

Question100:-The amount of maternity benefit payable under section 9 of the Maternity Benefit Act, 1961, to the women entitled to receive the amount shall be paid within a period of \_\_\_\_\_ on production of certificate in the presented form.

- A:-72 hours
- B:-48 hours
- C:-4 days
- D:-7 days

Correct Answer: - Option-B