

**FINAL ANSWER KEY**

Paper: Acts and Rules administered by the Labour Department - Part I  
Date of Examination 18-09-2019

Question1:-An 'Apprentice' under Kerala shops and commercial establishment act, 1960 is a person whose age shall be not less than \_\_\_\_ years

- A:-10
- B:-12
- C:-14
- D:-18

Correct Answer:- Option-B

Question2:-In Kerala, the land used for growing which among following crops is not a plantation as per the Plantations Labour Act, 1951

- A:-Coffee
- B:-Cashew
- C:-Cardamom
- D:-Cinchona

Correct Answer:- Option-B

Question3:-The term 'wages' under The Minimum Wages Act, 1948 includes which among the following items

- A:-House rent allowance
- B:-House accommodation
- C:-Contribution to provident fund
- D:-Travelling allowance

Correct Answer:- Option-A

Question4:-One of the main objective of the payment of wages Act, 1936 is to ensure that the wages payable to employees are disbursed within the prescribed

- A:-duration
- B:-week
- C:-time limit
- D:-month

Correct Answer:- Option-C

Question5:-The name of the Child labour (Prohibition and Regulation) Act , 1986 has been changed to child and Adolescent labour (Prohibition and Regulation) Act, 1986 by an amendment in the year

- A:-2014
- B:-2016
- C:-2015
- D:-2017

Correct Answer:- Option-B

Question6:-Motor Transport Workers Act, 1961 applies to motor transport undertaking employing \_\_\_\_ or more motor transport workers

- A:-Ten
- B:-Fifteen
- C:-Five
- D:-Twenty

Correct Answer:- Option-C

Question7:-Period between commencement and the termination of the work of an employee is called

- A:-Shift
- B:-Duty time
- C:-Start up time
- D:-Spread Over

Correct Answer:- Option-D

Question8:-The provisions as to safety was incorporated to the plantations Labour Act, 1951 in the year

- A:-2011
- B:-2008

C:-2012

D:-2010

Correct Answer:- Option-D

Question9:-Which among the following is not a component in minimum rate of wages

A:-basic rate of wages

B:-special allowance

C:-concession for essential commodities

D:-batta

Correct Answer:- Option-D

Question10:-Under the Motor Transport Workers Fair Wages Act, 1971 there are \_\_\_\_ categories of workers in schedule B

A:-Two

B:-Six

C:-Four

D:-Eight

Correct Answer:- Option-B

Question11:-In Kerala who is the Registering Authority of plantations?

A:-District Collector

B:-Revenue Secretary

C:-Inspector

D:-Chief Inspector of Plantations

Correct Answer:- Option-D

Question12:-In addition to the notification method of minimum wage fixing the minimum rates of wages can be fixed by adopting a \_\_\_\_ method

A:-Random

B:-Cross check

C:-Committee

D:-Ordinance

Correct Answer:- Option-C

Question13:-Kerala shops and Commercial Establishment Act, 1960 provides for annual holiday wages for a period of \_\_\_\_ days

A:-12

B:-6

C:-20

D:-24

Correct Answer:- Option-A

Question14:-In a plantation where the total number of women workers, are 50 or more the employer has a liability to provide \_\_\_\_

A:-Creches

B:-Canteen

C:-Reading Room

D:-Library

Correct Answer:- Option-A

Question15:-An agreement whereby an employee relinquishes his right to a minimum rate of wages shall be \_\_\_\_

A:-null and void

B:-valid

C:-enforceable

D:-kept in abeyance

Correct Answer:- Option-A

Question16:-Prohibition of employment of women during night commences from \_\_\_\_\_

A:-7.00 pm

B:-9.00 pm

C:-6.00 pm

D:-5.00 pm

Correct Answer:- Option-B

Question17:-Welfare officers are to be appointed in every Plantation, where the number of workers ordinarily employed is \_\_\_\_\_

A:-200

B:-400

C:-250

D:-300

Correct Answer:- Option-D

Question18:-Any labour who is given raw materials by an employer or a contractor for being made into beedi or cigar or both at home is a \_\_\_\_\_

A:-Daily worker

B:-Resident worker

C:-Home worker

D:-Indigenous worker

Correct Answer:- Option-C

Question19:-Which among the following component is included in the definition of 'wages' under payment of wages act, 1936?

A:-Remuneration payable under an award

B:-Travelling Allowance

C:-Contribution to provident fund

D:-Bonus

Correct Answer:- Option-A

Question20:-The local limits of the inspectors under the Motor Transport Workers Act, 1961 are declared by \_\_\_\_\_

A:-Chief Inspector

B:-Government

C:-Appropriate Government

D:-Labour Commissioner

Correct Answer:- Option-A

Question21:-Production of documents under Kerala shops and commercial establishment Act, 1960 is insisted under Section \_\_\_\_\_

A:-29

B:-30

C:-28

D:-26

Correct Answer:- Option-C

Question22:-If the employer of the plantation makes a default in providing protectives to the workers, then who is primarily responsible for providing them?

A:-Government

B:-Chief Inspector of Plantations

C:-District Collector

D:-Appropriate Government

Correct Answer:- Option-B

Question23:-The Chairman of the Central Minimum Wages Advisory Board shall be \_\_\_\_\_

A:-A Government Official

B:-An independent person

C:-A representative of workers

D:-A political nominee

Correct Answer:- Option-B

Question24:-The Government can suspend the provisions of Kerala Shops and Commercial Establishment Act, 1960 during \_\_\_\_\_

A:-Festivals

B:-Flood

C:-War

D:-Holidays

Correct Answer:- Option-A

Question25:-A plantation worker shall not work for more than \_\_\_\_ days consecutively without a holiday for a whole day where he is willing to work on any day or rest.

A:-10

B:-5

C:-7

D:-6

Correct Answer:- Option-A

Question26:-Total number of independent members in the Central Minimum Wages Advisory Board shall not exceed \_\_\_\_\_ of its total number of members

A:-Two third

B:-One forth

C:-Half

D:-One third

Correct Answer:- Option-D

Question27:-Which officer is the appellate authority as per Sec 18 of the Kerala Shops and Commercial Establishment Act, 1960?

A:-Joint Labour Commissioner

B:-Labour Commissioner

C:-Deputy Labour Commissioner

D:-District Labour Officer

Correct Answer:- Option-C

Question28:-The period of work of an adult worker in a Plantation shall not spread over more than \_\_\_\_ hours.

A:-Ten

B:-Nine

C:-Thirteen

D:-Twelve

Correct Answer:- Option-D

Question29:-In regard to any scheduled employment for which minimum rates of wages have been fixed, the working hours for a normal working day can be fixed by \_\_\_\_

A:-Appropriate Government

B:-Advisory Board

C:-Employer

D:-Labour Commissioner

Correct Answer:- Option-A

Question30:-Payment of wages Act, 1936 stipulates that no wage period shall exceed \_\_\_\_

A:-Six months

B:-Three months

C:-Two months

D:-One month

Correct Answer:- Option-D

Question31:-The employer shall provide canteens for a Motor transport undertaking where \_\_\_\_ or more motor transport workers are employees

A:-Hundred

B:-Fifty

C:-Seventy five

D:-Two hundred

Correct Answer:- Option-A

Question32:-As per the Kerala Shops and Commercial Establishment Act, 1960 the fine for a second or any subsequent offence may extend to \_\_\_\_ rupees.

A:-Ten thousand

B:-Five thousand

C:-One lakh

D:-Two lakhs

Correct Answer:- Option-D

Question33:-Prohibition of child labour in plantations is incorporated in the Plantation Labour Act, 1951 in the year \_\_\_\_\_.

A:-2010

B:-2012

C:-2011

D:-2013

Correct Answer:- Option-A

Question34:-Under the Minimum Wages Act, 1948 a worker is eligible for extra wages for overtime when he works for more than \_\_\_\_ hours on any day

A:-Ten

B:-Twelve

C:-Eight

D:-Nine

Correct Answer:- Option-D

Question35:- Who is the person responsible under the Kerala shops and Commercial Establishment Act, 1960 for the display of Registration Certificate in the premises of the establishment

A:-Manager

B:-Supervisor

C:-Employer

D:-Owner

Correct Answer:- Option-C

Question36:-A plantation worker is eligible for annual leave with wages at the rate of one day for every \_\_\_\_ days

A:-Twenty Two

B:-Twenty

C:-Twenty Four

D:-Thirty

Correct Answer:- Option-B

Question37:-An alternative form in lieu of any of the forms prescribed under the Kerala Minimum Wages Rules 1958 may be used with the previous approval of the \_\_\_\_\_.

A:-Government

B:-Labour Commissioner

C:-Labour Secretary

D:-Labour Minister

Correct Answer:- Option-B

Question38:-A provision against self incrimination is incorporated under \_\_\_\_\_ of the Kerala Shops and Commercial Establishment Act, 1960.

A:-Section 24

B:-Section 18

C:-Section 20

D:-Section 26

Correct Answer:- Option-D

Question39:-Maximum accumulation of earned leave by a Plantation worker is \_\_\_\_ days.

A:-Thirty

B:-Twenty Four

C:-Eighteen

D:-Thirty Six

Correct Answer:- Option-A

Question40:-The employer is bound to maintain a Muster Roll in \_\_\_\_\_ under the Kerala Minimum Wages Rules, 1958.

A:-Form IV

B:-Form V

C:-Form VI

D:-Form VII

Correct Answer:- Option-C

Question41:-The Following category of Motor Transport worker is not entitled to get washing allowance for uniforms

- A:-Driver
- B:-Station staff
- C:-Conductor
- D:-Line Checking staff

Correct Answer:- Option-B

Question42:-An employer of a shop or commercial establishment shall submit a notice of changes for amending Registration Certificate within \_\_\_\_ after the change has taken place.

- A:-7 days
- B:-5 days
- C:-14 days
- D:-10 days

Correct Answer:- Option-A

Question43:-In every Plantation the employer shall maintain a Register of Accidents in \_\_\_\_.

- A:-Form 10
- B:-Form 14
- C:-Form 36
- D:-Form 22

Correct Answer:- Option-D

Question44:-A register of wages in \_\_\_\_ shall maintained by every employer, under Kerala Minimum Wages Rules, 1958.

- A:-Form X
- B:-Form IX
- C:-Form XII
- D:-Form XI

Correct Answer:- Option-D

Question45:-A cause of action for prosecution under Plantations Labour Act, 1951 normally becomes time barred on completion of \_\_\_\_\_ months

- A:-Six
- B:-Eight
- C:-Three
- D:-Twelve

Correct Answer:- Option-C

Question46:-A female employee of a shop who undergoes sterilisation operation shall be entitled to special causal leave with wages for a period not exceeding \_\_\_\_\_ days

- A:-Seven
- B:-Ten
- C:-Six
- D:-Fourteen

Correct Answer:- Option-D

Question47:-The maximum spread over for an adult motor transport worker is \_\_\_\_\_ in any day.

- A:-Ten hours
- B:-Twelve hours
- C:-Ten and half hours
- D:-Eight hours

Correct Answer:- Option-B

Question48:-A Muster Roll as required to be maintained under Rule 29 (5) of The Minimum Wages Act, 1948 shall be preserved for a period of \_\_\_\_\_ years after the date of last entry made therein.

- A:-Two
- B:-Three
- C:-Four
- D:-Six

Correct Answer:- Option-B

Question49:-An application for Registration of Plantation shall be made in \_\_\_\_

- A:-Form 14
- B:-Form 17
- C:-Form 11
- D:-Form 10

Correct Answer:- Option-B

Question50:-Annual leave with wages will be availed to shop employees after a service of \_\_\_\_ months.

- A:-Six
- B:-Twelve
- C:-Eighteen
- D:-Nine

Correct Answer:- Option-B

Question51:-The Minimum Wages Bill passed by the Indian Dominion Legislature received the assent of the Governor General of India on \_\_\_\_.

- A:-1st March 1948
- B:-31st December 1948
- C:-1st April 1949
- D:-15th March 1948

Correct Answer:- Option-D

Question52:-Under the Beedi and Cigar Workers (Condition of Employment) Act, 1966 the spread over time may be increased by \_\_\_\_.

- A:-Inspector
- B:-Labour Commissioner
- C:-Appropriate Government
- D:-Chief Inspector

Correct Answer:- Option-D

Question53:-Who is the convener of Medical Advisory Board worker the Plantations Labour Act, 1951?

- A:-Labour Commissioner
- B:-Labour Secretary
- C:-Chief Inspector of Plantations
- D:-Health Secretary

Correct Answer:- Option-C

Question54:-Kerala Shops and Commercial Establishments Act, 1960 allows the employer to maintain the registers and records electronically by virtue of \_\_\_\_.

- A:-Section 29
- B:-Section 20
- C:-Section 22
- D:-Section 30

Correct Answer:- Option-D

Question55:-Normally , the total number of hours of work in a shop including overtime, shall not exceed \_\_\_\_\_ hours in any day

- A:-Twelve
- B:-Ten
- C:-Nine
- D:-Eleven

Correct Answer:- Option-B

Question56:-An adolescent has been defined under the child and Adolescent Labour Act, 1986 as a person between the ages of \_\_\_\_.

- A:-10-18
- B:-14-18
- C:-13-18
- D:-11-18

Correct Answer:- Option-B

Question57:-The total number of days of annual leave that an adult motor transport worker may carry forward to a succeeding year shall not exceed \_\_\_\_\_ days.

A:-Thirty

B:-Ten

C:-Twenty

D:-Fifteen

Correct Answer:- Option-A

Question58:-Under the Kerala Shops and Commercial Establishment Act, 1960 every employer shall issue appointment letter to his employees if his establishment is a \_\_\_\_\_ establishment.

A:-Big

B:-Small

C:-Medium

D:-Medium or Big

Correct Answer:- Option-A

Question59:-Total number of members in the Medical Advisory Board under the Plantations Labour Act, 1951 is \_\_\_\_\_.

A:-Twelve

B:-Sixteen

C:-Ten

D:-Eighteen

Correct Answer:- Option-C

Question60:-The minimum rates of wages fixed may be reviewed by the State Government at such intervals not exceeding \_\_\_\_\_ years.

A:-Five

B:-Three

C:-Four

D:-Six

Correct Answer:- Option-A

Question61:-An industrial establishment in which less than one thousand persons are employed, wages shall be paid before the expiry of the \_\_\_\_\_ day.

A:-Seventh

B:-Third

C:-First

D:-Fifth

Correct Answer:- Option-A

Question62:-The non-official member of the Medical Board shall hold office for a period of \_\_\_\_\_ years

A:-Two

B:-Three

C:-One

D:-Four

Correct Answer:- Option-B

Question63:-Limitation of prosecution under the Motor Transport Workers Act, 1961 is \_\_\_\_\_ months from the date on which the alleged commission of offence came to the knowledge of the inspector.

A:-Four

B:-Six

C:-Three

D:-Twelve

Correct Answer:- Option-C

Question64:-Which among the following is an approved type of hospital in Plantations?

A:-Garden Hospital

B:-Headquarters Hospital

C:-Rehabilitation Hospital

D:-Paliative Care Hospital

Correct Answer:- Option-A

Question65:-The appropriate Government may refrain from fixing minimum rates of wages in respect of any scheduled employment in which there are in the whole state less than \_\_\_\_\_ employees engaged in such employment.



- A:-Five hundred
  - B:-Seven hundred and Fifty
  - C:-Two thousand
  - D:-Thousand
- Correct Answer:- Option-D

Question66:-A license under Section 4 of the Beedi and Cigar Workers (Condition of Employment) Act, 1966 will be valid till \_\_\_\_\_ of every year.

- A:-31st December
  - B:-October 31
  - C:-31st March
  - D:-April 30
- Correct Answer:- Option-C

Question67:-Every group hospital under the Plantations Labour Act, 1951 shall have a minimum of \_\_\_\_\_ beds.

- A:-Two hundred and fifty
  - B:-Two hundred
  - C:-Hundred and Fifty
  - D:-Hundred
- Correct Answer:- Option-D

Question68:-When the Government intends to fix or revise minimum wage by publishing its proposals for information of persons likely to be affected, it shall consult \_\_\_\_\_ also.

- A:-Labour Commissioner
  - B:-The Minimum Wages Advisory Board
  - C:-Minimum Wages Secretary
  - D:-Labour Secretary
- Correct Answer:- Option-B

Question69:-On termination of employment, an employee is entitled to receive his wages payable before the expiry of \_\_\_\_\_ working day.

- A:-Third
  - B:-Fifth
  - C:-Second
  - D:-Seventh
- Correct Answer:- Option-C

Question70:-A certificate of Registration under the Motor Transport Workers Act shall remain in force upto \_\_\_\_\_

- A:-30th November
  - B:-31st March
  - C:-31st December
  - D:-31st October
- Correct Answer:- Option-C

Question71:-An appeal under sec 18 of Kerala Shops and Commercial Establishment Act, 1960 shall be performed by the employees within \_\_\_\_\_ days from the date of delivery of termination order.

- A:-Sixty
  - B:-Thirty
  - C:-Ninety
  - D:-Forty Five
- Correct Answer:- Option-A

Question72:-Tea, Coffee and snacks served in Canteens of Plantations shall be sold on \_\_\_\_ basis.

- A:-Credit
  - B:-Subsidised
  - C:-No profit
  - D:-Market rate
- Correct Answer:- Option-C

Question73:-The late fee for renewal of registration certificate under the Motor Transport Workers Act, 1961 is \_\_\_\_\_ percent in excess of the fee ordinarily payable.

A:-Ten

B:-Twelve

C:-Six

D:-Twenty five

Correct Answer:- Option-D

Question74:-Canteen facility shall be provided by the employer of every Plantations where in the total number of workers is \_\_\_\_\_

A:-Two hundred

B:-One hundred and fifty

C:-Hundred

D:-Three hundred

Correct Answer:- Option-B

Question75:-The amount payable under Section 13A of the Kerala Shops and Commercial Establishment Act, 1960 shall be paid to the employee on production of a certificate in \_\_\_\_.

A:-Form A1

B:-Form B IV

C:-Form C

D:-Form D 1

Correct Answer:- Option-B

Question76:-In the case of absence from duty the maximum wages that can be deducted as per the Payment of Wages Act, 1936 shall not exceed wages for \_\_\_ days

A:-Five

B:-Seven

C:-Eight

D:-Fourteen

Correct Answer:- Option-C

Question77:-The employer of the Plantations are liable to provide educational facilities to workers children between the age group \_\_\_\_.

A:-Six to Ten

B:-Six to Twelve

C:-Five to Ten

D:-Four to Ten

Correct Answer:- Option-B

Question78:-A minimum wage claim application shall be presented within a period on \_\_\_\_\_ months.

A:-Three

B:-Nine

C:-Twelve

D:-Six

Correct Answer:- Option-D

Question79:-As per the Kerala Shops and Commercial Establishment Act, 1960 maximum weight an adult employee in a shop can lift, carry or move any load is \_\_\_\_\_ Kgs.

A:-60

B:-70

C:-55

D:-75

Correct Answer:- Option-C

Question80:-Every school to be provided by the employer of a Plantation shall be situated within a distance of \_\_\_\_\_ from the worker's quarters.

A:-Two miles

B:-Three miles

C:-Two Kilometers

D:-Three Kilometers

Correct Answer:- Option-A

Question81:-The Payment of Wages Act, 1936 applies to employed persons in respect of whose wages for the wage period shall not exceed \_\_\_\_.

A:-Rs. 24,000

B:-Rs. 15,000

C:-Rs. 21,000

D:-Rs. 18,000

Correct Answer:- Option-A

Question82:-Which among the following is not an employment included in the schedule to The Minimum Wages Act, 1948?

A:-Ration Shops

B:-Mid day Meals Scheme

C:-Cable TV Sector

D:-Private Financial Institutions

Correct Answer:- Option-A

Question83:-An adult motor transport worker shall be allowed annual leave with wages at the rate of one day for every \_\_\_\_\_ days of work performed by him during the previous calendar year.

A:-Eleven

B:-Fifteen

C:-Twenty

D:-Twenty Two

Correct Answer:- Option-C

Question84:-Every employer of a shop or establishment shall exhibit in his Establishment a notice in \_\_\_\_ specifying the day or days of the week on which the employees shall be given a holiday.

A:-Form E

B:-Form B1

C:-Form E1

D:-Form BC

Correct Answer:- Option-A

Question85:-Total number of members in Housing Advisory Board under the Plantations Labour Act, 1951?

A:-Twelve

B:-Sixteen

C:-Twenty four

D:-Fourteen

Correct Answer:- Option-D

Question86:-Who is the Chief Executive Officer of Minimum Wages Advisory Board?

A:-Chairman

B:-Labour Commissioner

C:-Law Secretary

D:-Secretary

Correct Answer:- Option-D

Question87:-The Register of Fine to be maintained by the pay master under the Payment of Wages Act, 1936 shall be in \_\_\_\_.

A:-Form II

B:-Form A

C:-Form B

D:-Form I

Correct Answer:- Option-D

Question88:-The prescribed format for certificate of age under the Child and Adolescent Labour (P & R) Act, 1986 is \_\_\_\_.

A:-Form A

B:-Form B

C:-Form C

D:-Form D

Correct Answer:- Option-C

Question89:-The total period of sickness allowance on adult plantation worker will get is \_\_\_\_\_ days in a year.

A:-Six

B:-Fourteen

C:-Ten

D:-Eighteen

Correct Answer:- Option-B

Question90:-Who is empowered to grant permission to maintain forms other than those prescribed under the Kerala Shops and Commercial Establishment Rules, 1961?

A:-Labour Minister

B:-Labour Secretary

C:-Labour Commissioner

D:-Inspector

Correct Answer:- Option-C

Question91:-The maximum number of sick leave that a Plantation worker can accumulate is \_\_\_ days.

A:-Twenty Four

B:-Twenty Six

C:-Thirty

D:-Twenty Two

Correct Answer:- Option-C

Question92:-A notice in \_\_\_\_\_ containing the minimum rates of wages shall be displayed at the main entrance of the establishment.

A:-Form II

B:-Form III

C:-Form IV

D:-Form V

Correct Answer:- Option-C

Question93:-Where an industrial establishment has no building, the register of wages shall be kept in the house of \_\_\_\_\_

A:-Pay Master

B:-Employer

C:-Supervisor

D:-Manager

Correct Answer:- Option-A

Question94:-The Amendment of the Child Labour (Prohibition and Regulation) Act, 1986 by 2016 reduced the number of hazardous occupations and processes to \_\_\_\_\_.

A:-18

B:-3

C:-9

D:-6

Correct Answer:- Option-B

Question95:-Kerala Motor Transport Workers Payment of Fair Wages Act, 1971 came into force on \_\_\_\_\_.

A:-1st January 1971

B:-1st April 1971

C:-1st April 1969

D:-1st April 1972

Correct Answer:- Option-C

Question96:-The appropriate Government shall credit an amount of \_\_\_\_\_ to the Child and Adolescent Labour Rehabilitation Funds for each child.

A:-Rs. 15,000

B:-Rs. 10,000

C:-Rs. 25,000

D:-Rs. 20,000

Correct Answer:- Option-A

Question97:-As per the Minimum Wages Act, 1948 the State Government can add any employment to the schedule of Employments after giving notification in the official gazette not less than \_\_\_\_\_ months notice.

A:-One

B:-Three

C:-Two

D:-Six

Correct Answer:- Option-B

Question98:-Which among the following is not a hazardous process or occupation under the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986?

A:-Coal Mines

B:-Inflammable substances

C:-Manganese Mines

D:-Plastic Units

Correct Answer:- Option-D

Question99:-As per the Payment of Wages Act, 1936 the total amount of deductions for payments to Co-operatives society shall not exceed \_\_\_\_\_ percent.

A:-Fifty

B:-Sixty

C:-Seventy five

D:-Forty

Correct Answer:- Option-C

Question100:-What is the term of imprisonment for non payment of fair wages under Kerala Motor Transport Workers (Payment of Fair Wages) Act, 1971?

A:-Three month

B:-Six months

C:-Two months

D:-One year

Correct Answer:- Option-B