FINAL ANSWER KEY

Paper: Acts and Rules administered by the Labour Department - Part II	
Date of Test 30-10-2020 Question1:-The building and other Construction Workers (regulation of Employment and Condition of Services) Act came into force on	
A:-1947	-
B:-1996	
C:-1961 D:-1978	
Correct Answer:- Option-B	
Question2:-Notice of change of name/ amalgamation of a trade union shall be signed by secretary and members of trade union and	be
sent to Registrar. A:-7	
B:-10	
C:-20	
D:-50 Correct Answer:- Option-A	
Question3:-The aggregate fine that can be imposed on an office bearer, executive member of a trade union for failure to give any notice staten	nent
or document, is as per Sec 31 of Trade unions Act	
A:-Rs.50 B:-Rs.100	
C:-Rs.250	
D:-Rs.500	
Correct Answer:- Option-A Question4:-A working journalist is entitled to compensation for overtime work if he has worked for more than hours in case of nigh	t shift
before he had an interval of rest	. Jillic
A:-5.5 B:-2.5	
C:-4.5	
D:-3.5	
Correct Answer:- Option-A Question5:-For the purpose of gratuity, in the case of a piece rated employee, daily wages shall be computed on the average of total wages rec	coived
by him for a period of immediately preceding the termination of his employment	Jeiveu
A:-30 days	
B:-3 months C:-6 months	
D:-1 year	
Correct Answer:- Option-B	
Question6:-Who among the following is not a working journalist? A:-Editor	
B:-Reporter	
C:-Proof reader	
D:-Publisher Correct Answer:- Option-D	
Question7:-Which among the following will not be counted for calculating 'continuous service' under Industrial Disputes Act?	
A:-Lay off period	
B:-Leave period with full wages C:-Leave period without wages	
D:- maternity leave period	
Correct Answer:- Option-C	
Question8:-Standing orders will come into operation on the expiry of from the date on which authenticated copies are sent by certifying officer	
A:-3 days	
B:-7 days C:-30 days	
D:-6 months	
Correct Answer:- Option-C	_
Question9:-An employer may require any employee to work an national /Festival holiday by issuing a notice in form VII, not less than b such holiday	efore
A:-24 hrs	
B:-48 hrs	
C:-3 days D:-7 days	
Correct Answer:- Option-A	
Question10:-Allocable surplus means of available surplus A:-10%	
B:-25%	
C:-50%	
D:-67% Correct Answer:- Option-D	
Question11:-If any question arise as to application or interpretation of standing orders, if it may be referred to	
A:-Labour court	
B:-Industrial tribunal C:-Certifying officer	
D:-Appellate authority	
Correct Answer:- Option-A	
Question12:-An award shall remain in operation for a period of from the date on which it become enforceable A:-1 month	
B:-3 month	
C:-6 month	
D:-1 year Correct Answer:- Option-D	
Question13:-At every construction site, wherenumber of workers are employed first aid boxes shall be provided	
A:-50 or more	
B:-No such minimum numbers are prescribed	

C:-100 or more D:-250 or more	
Correct Answer:- Option-B	
Question14:-An application for gratuity by a nominee shall be made in to employer	
A:-Form H	
B:-Form I C:-Form J	
D:-Form N	
Correct Answer:- Option-C	
Question15:-To get eligibility for bonus, an employee should have worked for not less than working days in an years	
A:-30	
B:-120 C:-180	
D:-240	
Correct Answer:- Option-A	
Question16:-The employer shall arrange to pay the amount of gratuity within days from the date it becomes payable	
A:-15	
B:-30 C:-60	
D:-90	
Correct Answer:- Option-B	
Question17:-A notice of change in respect of any matter specified in fourth schedule of industrial Disputes Act shall be given in	
A:-form B	
B:-Form C C:-Form D	
D:-Form F	
Correct Answer:- Option-D	
Question18:-The period of limitation to file appeal to high Court against order of employees Compensation Commissioner is	
A:-30 days	
B:-60 days C:-90 days	
D:-1 year	
Correct Answer:- Option-B	
Question19:-The total number of members in a works committee shall not exceed	
A:-7	
B:-10 C:-20	
D:-25	
Correct Answer:- Option-C	
Question20:-List of occupational deceases is shown in Employees compensation Act	
A:-Schedule I B:-Schedule II	
C:-Schedule III	
D:-Schedule IV	
Correct Answer:- Option-C	
Question21:-The text of standing orders as finally certified under standing orders Act shall be prominently posted by the employers in	
A:-English B:-English and Hindi	
C:-English and in local language	
D:-English and in the language understood by majority of workmen	
Correct Answer:- Option-D	
Question 22:-An inspector under Maternity Benefit act can make an enquiry as to improper withholding of maternity benefit, or dismissal or discion account of her absence from work	harg
A:-On a complaint from women employee	
B:-On a complaint from trade union	
C:-On a complaint from co-workers	
D:-On his on motion or on receipt of complaint	
Correct Answer:- Option-D Question23:-The general fund of a trade union shall not be spent for	
A:-The payment of salaries, allowances, and expenses to office because of trade union	
B:-The up keeping of a periodical published mainly for the purpose of discussing questions affecting employers or workman as such	
C:-The holding of any political meetings of any kind	
D:-The compensation of members for loss arising out of trade disputes Correct Answer:- Option-C	
Question24:-Which of the following is not an industrial dispute?	
A:-Termination of an employee-raised by the employee himself	
B:-Termination of an employee-sponsored by a trade union	
C:-Complaint as to fixation of bonus-raised by a single worker	
D:-Complaint as to fixation of bonus-raised by a trade union Correct Answer:- Option-C	
Question25:-To avail maternity leave, a female working journalist should have not less than service in the newspaper establishment	
A:-3 month's	
B:-6 month's	
C:-9 month's	
D:-1 year Correct Answer:- Option-D	
Question26:-The policy of "last joined, first retrenched" is enumerated in of industrial Disputes Act	
A:-25D	
B:-25F	
C:-25E	
D:-25G Correct Answer:- Option-D	
Question27:-For constituting 'continuous service' under Payment of Gratuity act, an employee employed below the ground in mine establishmen	nts,
should have actually worked for days for the period of one year	•
A:-180 days	

B:-190 days
C:-210 days
D:-240 days
Correct Answer:- Option-B
Question28:-To obtain membership in a trade union, one should attain the age of yaers
A:-15
B:-18
C:-21
D:-None of these
Correct Answer:- Option-A
Question29:-Cash compensation for unavailable earned leave can be obtained by a working journalist up to a maximum of days
A:-15
B:-20
C:-25
D:-30
Correct Answer:- Option-D
Question 30:- an employer who is a party to an industrial dispute shall not be entitled to be represented in any proceeding under Industrial Disputes
Act by
A:-An officer of an association of employers of which he is member
B:-An officer of a federation of association of employers to which such association is affiliated
C:-Any other employer engaged in the industry in which the employer is engaged
D:-Any legal practitioner
Correct Answer:- Option-D
Question31:-Which among the following is a matter within the jurisdiction of Labour Court?
A:-Rule of discipline
B:-The application and interpretation of standing orders
C:-Hours of work and rest intervals
D:-Leave with wages and holidays
Correct Answer:- Option-B
Question32:-The employer of every establishment shall in each year submit the annual returns under Maternity Benefit Act in
A:-Form L
B:-Form M
C:-Form K
D:-Form J
Correct Answer:- Option-A
Question33:-In which year the payment of bonus Act was enacted?
A:-1948
B:-1965
C:-1977
D:-1988
Correct Answer:- Option-B Ougstion 34: Which are of the following Acts is not including in the Schodule of Labour Laws /Evernation from Euroiching Returns and Maintaining
Question34:-Which one of the following Acts is not including in the Schedule of Labour Laws (Exemption from Furnishing Returns and Maintaining Registrar by certain establishments) act, 1988
A:-The payment of wages Act
B:-The minimum Wages Act
C:-The factories Act
DMaternity Benefit Act
Correct Answer:- Option-D
Question35:-Which among the following is not included in the definition of 'wages' under Maternity Benefit Act?
A:-Dearness allowance
B:-Incentive Bonus
C:-Over time earnings
D:-House rent allowance
Correct Answer:- Option-C
Question 36:-The State Advisory Board constituted under Sec 4 of building and other Construction Workers (regulation of Employment and condition
of Service) Act shall be reconstituted after every
A:-One Years
B:-Two Years
C:-Three years
D:-Four years
Correct Answer:- Option-C
Question37:-Annual Return under rule 10 of Kerala Industrail Establishment (National and Festival/ Holidays) Rules shall be submitted in
A:-Form IV
B:-Form V
C:-Form VI
D:-Form VII
Correct Answer:- Option-B
Question38:-A register of standing orders as finally certified under Standing Orders Act shall be maintained by
A:-Appellate authority
B:-Certifying officer
C:-Employee
D:-none of the above
Correct Answer:- Option-B
Question39:-Payment of bonus act does not apply to
A:-Shops
B:-Motor Transport Undertakings
C:-Universities and other educational institutions
D:-Petroleum industry
Correct Answer:- Option-C
Question40:-A' very small establishment' under the Labour Laws (Exemption from furnishing Returns and maintaining Registrars by certain
establishments) Act means an establishment in which
A:-Not more than 9 persons are employed
B:-Not more than 15 persons are employed
C:-Not more than 20 persons are employed
D:-Not more than 25 persons are employed

Correct Answer:- Option-A
Question41:-A women employed in an established and entitled to Maternity Benefit shall give notice to her employer in
A:-Form B
B:-Form C
C:-Form D
D:-Form E
Correct Answer:- Option-D
Question42:-which section of Industrial Employment (standing orders) Act speaks about subsistence allowance?
A:-10
B:-10A
C:-12
D:-12A
Correct Answer:- Option-B Question43:-Every application by a trade union for withdrawal or cancellation of its certificate of registration shall be sent to registrar in
A:-Form D
B:-Form E
C:-Form F
D:-form G
Correct Answer:- Option-A
Question44:-A report under sec 12 of Industrial Disputes Act shall be sent to appropriate Government by conciliation officer
A:-After arriving a settlement
B:-At the request of parties
C:-Within 14 days of commencement of conciliation proceedings
D:-Within 3 months of commencement of conciliation proceedings
Correct Answer:- Option-C
Question45:-No workman who has been in continuous service for not less than one year under an employer shall be retrenched without giving
notice A:-3 months
B:-2 months
C:-6 months
D:-1 months
Correct Answer:- Option-D
Question46:-What is the penalty for failure to comply with provisions of labour Laws (Exemption from Furnishing Returns and Maintaining Registran
by certain establishments) Act for first conviction?
A:-Rs.1000 fine
B:-Rs.2000 fine
C:-Rs.2500 fine
D:-Rs.5000 fine
Correct Answer:- Option-D
Question47:-Records kept under provisions of maternity Benefit Act and rules shall be preserved for a period of from the date of their
preparation A:-1 years
B:-2 years
C:-6 months
D:-None of these
Correct Answer:- Option-B
Question48:-A register showing the details of bonus due to each of the employee, the details of bonus, deduction under Sec 17 and 18 shall be
recorded in
A:-Form A
B:-Form B
C:-Form C
D:-Form D
Correct Answer:- Option-C
Question49:-In every establishment wherein or more building workers are ordinary employed, the employer shall constitute safety committee
A:-100
B:-200
C:-300
D:-500
Correct Answer:- Option-D
Question50:-Overhead protection need not be erected long he Periphery of every building under construction which is less than in
height when completed
A:-10 metres
B:-15 metres
C:-50 metres
D:-None of these
Correct Answer:- Option-B Question51:-Payment of Gratuity Act is applicable to
A:-Clubs in which 10 or more persons are employed
B:-Chamber of commerce and Industry in which 10 or more persons are employed
C:-Solicitor's officer in which 10 or more persons are employed
D:-All of the above
Correct Answer:- Option-D
Question52:-Annual return under Kerala Industrial Establishments (National and Festival Holidays) Act shall be submitted in
A:-Form III
B:-Form IV
C:-Form V
D:-Form VI
Correct Answer:- Option-C
Question53:-Any loan given by contractor or principal employer to an interstate migrant workman that remaining outstanding after the completion
of period of employment A:-shall deemed to be extinguished and cannot be recovered from migrant workman
B:-Can be deducted from wages in the next employment
C:-Legal proceedings can be initiated to recover the same
D:-None of the above

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Question54:-Which of the following statements is incorrect?
     A:-Contractor shall be responsible for payment of wages to interstate migrant workman
    B:-Every principal employer shall nominate a representative duly authorised by him to be present at the time of disbursement of wages
    C:-It shall be the duty of principal employer to ensure disbursement of wages in the presence of authorised representative of principal
employer
    D:-In case the contractor fails to make payment, then the principal employer shall be liable to make payment of wages
     Correct Answer:- Option-C
Question55:-Which among the following is an unfair labour practice on the part of workers?
    A:-To establish employer sponsored trade unions of workman
     B:-To stage demonstrations at the residences of the employers or managerial staff members
    C:-Changing seniority rating of workman become of trade union activities
     D:-none of the above
     Correct Answer:- Option-B
Question56:-In order to claim maternity benefit, the woman employee should have worked for a period of not less than
     A:-60 days in the 12 months immediately preceding the date of claiming
     B:-60 days in the 12 months immediately preceding the date of expected delivery
    C:-80 days in the 12 months immediately preceding the date of claiming
     D:-80 days in the 12 months immediately preceding the date of expected delivery
     Correct Answer:- Option-C
Question57:-Not less than _
                                     of total number of the office bearers of every registered trade union in an inorganised sector shall be persons
actually engaged or employed in an industry with which the trade union is connected
     B:-1/3
    C:-1/4
     D:-None of these
     Correct Answer:- Option-A
Question58:-The audit of political fund of a trade union
     A:-Need not be done
     B:-Shall be carried out along with audit of general account of trade union
     C:-Shall be carried out Separate from audit of general account
     D:-Shall be carried out if the registrar directs
     Correct Answer:- Option-B
Question59:-An application under section 17 of the working journalists (CS & MP) Act shall be made in _
     A:-Form A
     B:-Form B
     C:-Form C
     D:-Form D
     Correct Answer:- Option-C
Question60:-Any over payment made to, and monies borrowed by a working journalist from the newspaper establishment ____
     A:-Shall not be deducted from gratuity of working journalist
     B:-Shall be deducted only with consent of working journalist
    C:-Shall be deducted from gratuity of working journalist after getting approval from inspector
     D:-Shall be deducted from gratuity of working journalist
     Correct Answer:- Option-D
Question61:-The punishment for committing unfair labour practice is
     A:-Imprisonment for a term which may extend to 3 months or with five which may be extend to Rs500/-
     B:-Imprisonment for a term which may extend to 3 months or with five which may be extend to Rs1000/-
     C:-Imprisonment for a term which may extend to 6 months or with five which may be extend to Rs1000/-
     D:-None of these
     Correct Answer:- Option-C
Question62:-An application for certification of standing orders shall be made in
    A:-Form I
     B:-Form II
     C:-Form III
     D:-Form IV
     Correct Answer:- Option-A
Question63:-The provision for legal aid to next of the kin of deceased migrant workman is contained in
    A:-Sec 18 of Act
     B:-Sec 20 of Act
     C:-Rule 56 of Rules
     D:-Rule 57 of Rules
     Correct Answer:- Option-D
Question64:-Every contractor shall apply for renewal of license under Interstate Migrant workmen (RECS) Act provided such application shall be
     A:-Not less than 30 days before the date on which the licence expires
    B:-Not less than 60 days before the date on which the licence expires
     C:-within 30 days after the expiry of licence
     D:-within 60 days after the expiry of licence
     Correct Answer:- Option-A
Question65:-A woman employee/nominee/ legal representative shall give receipt to employer on receiving maternity benefit in
    A:-Form E
     B:-Form F
     C:-Form G
     D:-Form H
     Correct Answer:- Option-B
Question66:-Where any dispute arise between employer and employees with respect to bonus
     A:-The inspector has to decide
    B:-Appropriate Government has to decide
    C:-Such dispute shall be deemed as an industrial dispute
     D:-None of these
     Correct Answer:- Option-C
Question67:-annual return under Payment of Bonus Act shall be sent by employer to inspector in
    A:-Form A
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Correct Answer:- Option-A

B:-Form B

D:-Form D
Correct Answer:- Option-D
Question68:-Any person aggrieved by the order of controlling authority under Payment of gratuity may file an appeal to the appellate authority
within of receipt of order of controlling authority
A:-60 days
B:-30 days C:-90 days
D:-None of these
Correct Answer:- Option-A
Question69:-Which section of the working Journalist (conditioned of service) and Miscellaneous Provisions Act deals with recovery of money due from
employer?
A:-Sec 16
B:-Sec 17
C:-Sec 18
D:-Sec 19
Correct Answer:- Option-B
Question 70:-Where the amount of any lump sum payable as compensation has been settled by agreement the Employee's Compensation
Commissioner shall record the memorandum in register after giving notice to parties concerned
A:-7 days
B:-14 days
C:-30 days
D:-60 days
Correct Answer:- Option-A
Question71:-Every Employee's Compensation Commissioner shall maintain a register of fatal accidents in A:-Form R
B:-Form S
C:-Form T
D:-Form K
Correct Answer:- Option-C
Question 72:-All registers and records maintained under Interstate Migrant Workman (RECS) Act and Rules shall be presented in original for period of
from the date of last entry made therein
A:-1 year
B:-2 years
C:-3 years
D:-4 years
Correct Answer:- Option-C
Question73:-In every establishment where interstate migrant workman are employed, latrines shall be provided at the rate of
A:-One latrine for every 25 males
B:-One latrine for every 20 males
C:-One latrine for every 15 males
D:-One latrine for every 10 males
Correct Answer:- Option-A
Question74:-Where an employer fails to pay the gratuity in accordance with the notice by controlling authority under Rule 17, the
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B:-10 days	
C:-30 days D:-None of these	
Correct Answer:- Option-A	
Question81:-An employee who is paid at piece rate shall be entitled to holidays wages under Kerala Industrial Establishments (National an	d Festival
Holidays) Act at the rate of A:-Daily average of his wages during 7 working days immediately preceding such holidays	
B:-Daily average of his wages during 14 working days immediately preceding such holidays	
C:-Daily average of his wages during 30 working days immediately preceding such holidays	
D:-Daily average of his wages during 60 working days immediately preceding such holidays Correct Answer:- Option-C	
Question82:-Which among the following amounts to "retrenchment" as per Sec 2 (oo) of Industrial Disputes Act?	
A:-Voluntary retirement of workman	
B:-Retirement of workman on reaching the age of superannuation	
C:-Termination of the service of workman as result of non-renewal of contract of employment D:-None of these	
Correct Answer:- Option-D	
Question83:-The term "Co-Operative Society" is defined in	
A:-Payment of Bonus Act B:-Maternity Benefit Act	
C:-Industrial Disputes Act	
D:-Trad Unions Act	
Correct Answer:- Option-A	
Question84:-As per Industrial Disputes Act, the "average pay" of a daily paid workman is the average of wages payable to a workman in	
B:-12 full working days	
C:-14 full working days	
D:-30 full working days Correct Answer:- Option-B	
Question85:-The minimum qualifying continuous service needed for a working journalist to become entitled to gratuity	
A:-3 years	
B:-4 years	
C:-5 years D:-None of the above	
Correct Answer:- Option-A	
Question86:-Oral evidence having the effect of adding to or otherwise varying on contradicting standing orders as finally certified	_
A:-Can be admitted before certifying officer B:-Shall not be admitted in any court	
C:-Cannot be admitted he fore certifying officer	
D:-Cannot be admitted before appellate authority	
Correct Answer:- Option-B	
Question87:-Which of the following statement is correct as per model standing orders? A:-An apprentice is a learner who is paid an allowance during period of his training	
B:-An apprentice is a learner who is paid half wages during period of his training	
C:-An apprentice is a learner who is not paid an allowance during period of his service	
D:-An apprentice is a learner who has only tenure of 1 year Correct Answer:- Option-A	
Question88:-Every principal employer of an establishment registered under Interstate Migrant workman (RECS) Act shall submit an annual	return no
later than	
A:-Jan 15th of the next years B:-Jan 30th of the next year	
C:-Feb 15th of the next year	
D:-Feb 28th of the next year	
Correct Answer:- Option-C Ougstion 2014 Under Rule 13 of Karala Ruilding and other Construction Workers Wolfard Coss Rules, an assessing officer can imposed a new	dy on on
Question89:-Under Rule 12 of Kerala Building and other Construction Workers Welfare Cess Rules, an assessing officer can imposed a pena employer who has not paid cess within the date specified in the assessment order	ly on an
A:-Not exceeding the amount of Cess	
B:-Not exceeding twice the amount of Cess	
C:-Not exceeding thrice the amount of Cess D:-No limit is prescribed	
Correct Answer:- Option-A	
Question 90:-What is the penalty for obstructing an inspector under The Building and other Construction workers (RECS) Act?	
A:-Imprisonment for a term which may extend to 2 months or fine which may extend to Rs 1,000/-	
B:-Imprisonment for a term which may extend to 3 months or fine which may extend to	
Rs 1,000/-	
C:-Imprisonment for a term which may extend to 3 months or fine which may extend to Rs 5,000/-	
D:-Imprisonment for a term which may extend to 6 months or fine which may extend to	
Rs 5,000/-	
Correct Answer:- Option-B Question91:-The spread over of a building worker shall not exceed on any day	
A:-9 Hours	
B:-10 Hours	
C:-10 1/2 Hours	
D:-11 Hours Correct Answer:- Option-B	
Question92:-The list of notifiable occupational diseases in building and other construction works is provided in	
A:-Schedule II of Building & Other Construction (RECS) Kerala Rules	
B:-Schedule III of Building & Other Construction (RECS) Kerala Rules C:-Schedule IV of Building & Other Construction (RECS) Kerala Rules	
D:-Schedule V of Building & Other Construction (RECS) Kerala Rules	
Correct Answer:- Option-A	
Question 93:-An order remanded back by the appellate authority under Building and other Construction Workers Welfare Cess Act shall be of by the assessing officer within	disposed
or by the assessing officer within	

A:-3 Months
B:-2 Months
C:-1 Month
D:-15 days
Correct Answer:- Option-C
Question94:-The term of sub committees appointed by the Kerala Building and other Construction Workers Welfare Board shall be from date or
its constitution
A:-1 year
B:-2 years
C:-3 years
D:-5 years
Correct Answer:- Option-A
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Question95:-In every establishment where work regarding building or other construction work is likely to continue for a period 6 months or more and wherein or more workers are ordinarily employed an adequate canteen shall be provided by employer
wherein or more workers are ordinarily employed an adequate canteen shall be provided by employer A:-100
B:-150
C:-200
D:-250
Correct Answer:- Option-D
Question96:-The definition of "Industrial establishment" in Act is adopted in the Industrial employment (standing orders) Act?
A:-Industrial Disputes Act
B:-Payment of Bonus Act
C:-Payment of Wages act
D:-Trade Unions Act
Correct Answer:- Option-C
Question97:-When medical bonus shall be paid?
A:-After disbursing Maternity Benefit
B:-Before disbursing Maternity Benefit
C:-Along with first installment of Maternity benefit
D:-Along with Second installment of Maternity benefit
Correct Answer:- Option-D
Question98:-A application for registration of establishment under Building & Other Construction Workers (RECS) Act shall be made.
A:-Within sixty days of commencement of work
B:-Within sixty days of receipt of licence from local authority
C:-Whichever is earlier among (1) and (2)
D:-Within 3 months of commencement of work
Correct Answer:- Option-C
Question99:-Every establishment employing Building or other construction workers shall provide a special medical service or an occupational health
service available at all times.
A:-200 or more
B:-300 or more
C:-500 or more
D:-750 or more
Correct Answer:- Option-C
Question100:-Every establishment and other employers of building workers shall furnish to the monthly statement of Reportable accidents and Dangerous accordance
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A:-Chief Inspector
B:-Registering officer
C:-Inspector
D:-Appropriate Government
Correct Answer:- Option-A