

DE-7/2021/68

Question Booklet
Alpha Code

A

Question Booklet
Serial Number

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Name:	Reg.No.	Signature:
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DEPARTMENTAL TESTS — JULY, 2021

Total Number of Questions : 100

[Time : 1½ hours

(Maximum Marks : 100)

INSTRUCTIONS TO CANDIDATES

1. The question paper will be given in the form of a Question Booklet. There will be four versions of question booklets with question booklet alpha code viz. A, B, C & D.
2. The Question Booklet Alpha Code will be printed on the top left margin of the facing sheet of the question booklet.
3. The Question Booklet Alpha Code allotted to you will be noted in your seating position in the Examination Hall.
4. If you get a question booklet where the alpha code does not match to the allotted alpha code in the seating position, please draw the attention of the Invigilator IMMEDIATELY.
5. The Question Booklet Serial Number is printed on the top right margin of the facing sheet. If your question booklet is un-numbered, please get it replaced by new question booklet with same alpha code.
6. The Question Booklet will be sealed at the middle of the right margin. Candidate should not open the question booklet, until the indication is given to start answering.
7. Immediately after the commencement of the examination, the candidate should check that the question booklet supplied contains all the 100 questions in serial order. The question booklet does not have unprinted or torn or missing pages and if so the fact should be brought to the notice of the Invigilator and get it replaced by a complete booklet with same alpha code. This is most important.
8. A blank sheet of paper is attached to the question booklet. This may be used for rough work.
9. **Please read carefully all the instructions on the reverse of the Answer Sheet before marking your answers.**
10. Each question is provided with four choices (A), (B), (C) and (D) having one correct answer. Choose the correct answer and darken the bubble corresponding to the question number using Blue or Black - Ball Point Pen in the OMR Answer Sheet.
11. **Each correct answer carries 1 mark and for each wrong answer 1/3 mark will be deducted. No negative marks for unattended questions.**
12. No candidate will be allowed to leave the examination hall till the end of the session and without handing over the Answer Sheet to the Invigilator. Candidates should ensure that the Invigilator has verified all the entries in the Register Number Coding Sheet and that the Invigilator has affixed his/her signature in the space provided.
13. Strict compliance of instructions is essential. Any malpractice or attempt to commit any kind of malpractice in the Examination will result in the disqualification of the candidate.
14. **If any candidates make a marking of answer in the question paper and exchange with other candidate during the course of the examination, the answer script will be invalidated and the candidates will be debarred for a minimum period of 2 years from appearing the Departmental Tests.**

DE-7/2021/68

Maximum : 100 marks

Time : 1½ hours

1. The state Government may appoint any person who has been a member of State Judicial Service for a period of not less than five years, to be commissioner for Employee's Compensation under section _____ of the Employees Compensation Act,1923.
(A) 10 (B) 26
(C) 20 (D) 17
2. Subject to the provisions of the EC Act,1923, the amount of compensation shall be, where permanent total disablement results from the injury, an amount equal to sixty per cent of the monthly wages of the deceased employee multiplied by relevant factor or an amount of _____ rupees, whichever is more.
(A) one lakh (B) one lakh forty thousand
(C) one lakh twenty thousand (D) eighty thousand
3. The interest and the penalty payable under section _____ of the Employee's Compensation Act,1923 shall be paid to the employee or his dependent.
(A) 4A (3) (B) 8(1)
(C) 14 (D) 14A
4. An appeal shall lie to the _____ orders of a commissioner, namely an order awarding for the distribution of compensation under the EC Act,1923.
(A) Labour Court (B) Industrial Tribunal
(C) District Court (D) High Court
5. The commissioner shall dispose of the matter relating to compensation under the EC Act,1923 within a period _____ of from the date of reference.
(A) three months (B) six months
(C) one year (D) sixty days
6. Whoever fails to make a return which he is required to make under section 16 of the EC Act,1923 shall be punishable with fine which may extend to _____ thousand rupees.
(A) three (B) two
(C) five (D) ten
7. The report required by section 10b of the EC Act,1923 shall be in form:
(A) EE (B) L
(C) J (D) A

8. A dependant of a deceased workman may apply to the Commissioner in Form C for the issue of an order to deposit compensation in respect of the death of the workman under rule _____ of the WC Rules,1924.
- (A) 6(1) (B) 18(2)
(C) 20(2) (D) 8(1)
9. The state Government may make rules to carry out the purposes of the EC Act,1923 under section _____ of this Act.
- (A) 28(1) (B) 32(1)
(C) 22 (D) 14
10. Money transmitted by one Commissioner to another in accordance with section _____ of the EC Act,1923 shall be transmitted either by remittance transfer receipt or by money order.
- (A) 36 (B) 21(2)
(C) 52 (D) 32(1)
11. The half-monthly payment referred to in clause (d) of section 4(1) of the EC Act,1923 shall be payable on the _____ day disablement lasts for a period of twenty eight days or more.
- (A) fifteenth (B) seventh
(C) tenth (D) sixteenth
12. Application for commutation under section 7 of the EC Act, 1923 shall be submitted in Form:
- (A) H (B) K
(C) R (D) P
13. According to the Inter-state Migrant workman (Regulation of Employment and Conditions of Service) Act, 1979. "Inter-state migrant workman" means any person who is recruited by a contractor under an agreement for employment in an establishment in another state with the knowledge of the:
- (A) Employer (B) Inspector
(C) Principal Employer (D) Commissioner
14. ISMW (RE and CS) Act,1979 applies to every contractor who employs five or more or inter - state migrant workmen on any day of the proceeding _____months.
- (A) twelve (B) six
(C) three (D) four
15. Subject to any rule that may be made in this behalf, the licensing officer may vary or amend license granted under section _____ of the ISMW (RE and CS) Act,1979.
- (A) 31 (B) 18
(C) 8 (D) 9(1)

16. Notwithstanding anything contained in any law for the time being in force, Wages payable to an inter-state migrant workman under section _____ of the ISMW (RE and CS) Act, 1979 shall be paid in cash.
- (A) 15 (B) 17
(C) 21 (D) 13
17. All the allowance paid by the principal employer under section 14 of the ISMWC (RE and CS) Act, 1979 may be recovered by him from the:
- (A) worker (B) contractor
(C) migrant workman (D) inter-state migrant workman
18. According to the Kerala ISMWC(RE&CS)Rules,1983 specified authority means the authority specified by the Government for the purpose of section _____ of the ISMW (RE and CS) Act,1979.
- (A) 2 and 16 (B) 12 and 16
(C) 8 and 6 (D) 10 and 6
19. The Registering officer shall maintain a Register in Form _____ under the Kerala ISMW (RE and CS) Rules, 1983.
- (A) I (B) V
(C) III (D) VIII
20. No female migrant workman shall be employed by any contractor before 6 am or after _____ pm as per the Kerala ISMW (RE and CS) Rules,1987.
- (A) 7 (B) 6
(C) 9 (D) 8
21. Every employer shall make an application to the registering officer for the registration of the establishment within a period of _____ days in accordance with the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act,1996.
- (A) sixty (B) fifteen
(C) ninety (D) one hundred and eighty
22. A beneficiary shall cease to be a beneficiary, if he fails to pay his contribution for a continuous period of not less than _____ under the provisions of B and OCW (RE and CS) Act,1996.
- (A) six months (B) thirty days
(C) two years (D) one year
23. Every State Government shall constitute a state welfare Board under section _____ of the B and OCW (RE and CS)Act,1996.
- (A) 18(1) (B) 19(2)
(C) 12 (D) 22

24. Which section of the B and OCW (RE and CS) Act,1996 prohibits employment of certain person in certain building or other construction work.
- (A) 11 (B) 21
(C) 31 (D) 42(1)
25. In every place wherein, more than _____ building workers are ordinarily employed, there shall be provided a suitable room for the use of children under the provisions of the B and OCW (RE and CS) Act,1996.
- (A) fifty male (B) fifty female
(C) one hundred female (D) twenty male
26. Who can frame model rules in respect of all matters specified in section 40 of the B and OCW (RE and CS) Act,1996?
- (A) Appropriate Government (B) State Government
(C) Expert Committee (D) Central Government
27. Any person aggrieved by imposition of any penalty under section 50 of the B and OCW (RE and CS) Act,1996 may prefer an appeal to the state Government, if the penalty has been imposed by:
- (A) Inspector (B) Board
(C) Chief inspector (D) Director General
28. The provisions of the Employee’s Compensation Act, 1923 may be applied to building workers under section _____ of the B and OCW (RE and CS) Act,1996.
- (A) 58 (B) 28
(C) 21 (D) 14
29. According to the B and OCW (RE and CS)Central Rules,1998 “workplace” means all places when building worker are required to be present or to go for work and which are the control of an:
- (A) Contractor (B) Manager
(C) Inspector (D) Employer
30. The employer shall submit a written notice to the inspector before _____ of the commencement and completion of any building under the B and OCW (RE and CE)Central Ruies,1998.
- (A) thirty days (B) three months
(C) forty five days (D) seven days
31. In every establishment where in five hundred or more building workers are ordinarily employed, the employer shall appoint _____ as per the B and OCW (RE and CS) Central Rules,1998.
- (A) Welfare Officer (B) Lay officer
(C) Safety officer (D) None of the above

32. Every employer shall maintain in respect of each registered establishment, where he employs building workers, a register in _____ annexed to B and OCW (RE and CS) Central Rules,1998.
- (A) XX (B) XV
(C) IV (D) X
33. The employer shall ensure at a construction site of a building or other construction work involving hazardous processes specified under schedule _____ annexed to the B and OCW (RE and CS) Central Rules,1988.
- (A) IV (B) III
(C) IX (D) XIV
34. Gratuity shall be paid to a working journalist after it becomes due and in any case not later than _____ under the Working Journalists and Other Newspaper Employees (Conditions of Service)and Miscellaneous Provisions Rules, 1957.
- (A) one year (B) six months
(C) one month (D) three months
35. "Board" in relation to working Journalist means the wages Board constituted under section _____ of the WJ and ONE (CS) and MP Act,1955.
- (A) 13 C (B) 9
(C) 13 DD (D) 13
36. The provisions of industrial Disputes Act,1947 shall apply to the working Journalists subject to the modification specified in sub-section (2) of section of _____ of the WJ and ONE (CS) and MP Act,1955.
- (A) 3 (B) 13
(C) 25F (D) 25
37. In the case of Working Journalist referred to in clause (b) of the section 3(1) of the WJ and ONE(CS) and MP Act 1955 the total amount of gratuity that shall be payable to him shall not exceed _____ months' average pay.
- (A) twelve and half (B) six
(C) ten (D) fifteen and half
38. Every working Journalist shall be allowed to during any period of _____ days rest for a period of not less than twenty four hour consecutive in accordance with the premium of WJ and ONE (CS) Act,1955.
- (A) six consecutive (B) nine
(C) twelve (D) seven consecutive
39. A working Journalist shall be eligible for casual leave at the discretion of the newspaper establishment for _____ days in a calendar year under WJ(CS)and MP Rules, 1957.
- (A) twelve (B) fifteen
(C) seven (D) ten

40. Every newspaper establishment shall prepare and maintain the Service Registers in respect of all working Journalists in Form _____ under Rule 37 of the WJ(CS) and MP Rules,1957.
 (A) D (B) F
 (C) E (D) H
41. "Committee" means the committee constituted under _____ of the working Journalist(Fixation of Rates of Wages)Act,1958.
 (A) 17 (B) 3
 (C) 9 (D) 19
42. Section 12 of the Working Journalist(FRW)Act,1958 has no effect in relation to the:
 (A) board (B) committee
 (C) employees (D) journalist
43. According to section _____ of the WJ (FRW) Act,1958, the existence of any vacancy or any defect in the constitution of the committee shall not invalidate any act or proceeding of the committee.
 (A) 12 (B) 14
 (C) 8 (D) 4
44. Maternity leave shall be granted in case of mis-carriage and abortion subject to the conditions that the leave does not exceed _____ weeks under the provisions of the WJ(CS) and MP Rules 1957.
 (A) four (B) nine
 (C) six (D) seven
45. According to the provisions of the Industrial Employment (Standing Orders)Act,1946 "Industrial establishment" as defined in section 2(ii) of the:
 (A) Industrial Disputes Act, 1947 (B) Minimum wages Act, 1948
 (C) Maternity Benefit Act, 1961 (D) Payment of wages Act, 1936
46. The appropriate Government may apply the provisions of the Industrial Employment (SO) Act,1946 to any industrial establishment employing such number of persons less than:
 (A) fifty (B) one hundred
 (C) twenty (D) ten
47. The appropriate government may exempt any industrial establishment from all or any of the provisions of the IE(SO)Act,1946 under section _____ of this Act.
 (A) 24 (B) 4
 (C) 14 (D) 8
48. Duration and modification of standing orders are specified in section _____ of the IE(SO)Act,1946.
 (A) 10 (B) 13
 (C) 13-B (D) 5

49. No prosecution for an offence punishable under section 13 of the IE(O)Act,1946 shall be instituted except with previous sanction of the:
- (A) State Government (B) Central Government
(C) Appropriate Government (D) Inspector
50. The register required to be maintained by section 8 of the IE (SO)Act, 1946 shall be Form:
- (A) III (B) V
(C) IV-A (D) I
51. The draft standing orders submitted under section _____ of the IE(SO) Act, 1946 shall be accompanied by a statement giving prescribed particulars of the workman.
- (A) 13 (B) 3(3)
(C) 2(g) (D) 12
52. It shall be the function of the Certifying Officer or Appellate Authority to _____ the fairness or reasonableness of the provisions of any Standing Orders under the IE(SO) Act,1946.
- (A) maintain (B) make up
(C) adjudicate upon (D) none of these
53. An employer who does any act in contravention of the Standing Orders finally certified under the IE(SO) Act, 1946 for his industrial establishment shall be punishable with:
- (A) imprisonment (B) fine
(C) fine or imprisonment (D) fine and imprisonment
54. According to the Industrial Disputes Act,1947 “employer” means in relation to an industry carried on by or on behalf of a local authority, the _____ of that authority.
- (A) Secretary (B) Chairman
(C) Executive Officer (D) Chief Executive Officer
55. Temporary closing of a place of employment or the suspension of work is called _____ under the provisions of ID Act,1947.
- (A) strike (B) lock-out
(C) closure (D) lay-off
56. The Appropriate Government may as occasion arises constitute a Board of conciliation for promoting the _____ as per the provisions of the ID Act,1947.
- (A) industrial peace (B) harmony
(C) settlement of industrial dispute (D) settlement of any dispute
57. The arbitration proceeding shall be deemed to have completed when the award is published under section _____ of the ID Act,1947.
- (A) 17 (B) 12
(C) 8 (D) 38

58. A report under section 12 of the ID Act,1947 shall be submitted within _____ days of the commencement of the conciliation proceedings.
- (A) fourteen (B) thirty
(C) fifteen (D) forty five
59. An awarded shall, subject to the provisional of section 19 of the ID Act,1947 remain in operation for a period of _____ from the date on which the award becomes enforceable under section 17-A of this Act.
- (A) three years (B) six months
(C) four years (D) one year
60. No person employed in a public utility service go on strike in breach of control without giving to the employer notice of strike within _____ before striking.
- (A) fourteen days (B) three weeks
(C) six weeks (D) one year
61. Which section of the ID Act, 1947 prohibits strikes and lock-outs?
- (A) 25-A (B) 23
(C) 37 (D) 16
62. Re-employment of retrenched workman is specified in section _____ of the ID Act,1947.
- (A) 31 (B) 29
(C) 25-H (D) 34
63. In every establishment, the maximum number of workman to be recognized as protected workman for the purpose of section 33(5) of the ID Act,1947 shall be:
- (A) five (B) one hundred
(C) ten (D) fifteen
64. The Appropriate Government may constitute one or more Labour court for the adjudication of the Industrial Disputes relating to any matter specified in the _____ schedule of the ID Act,1947.
- (A) second (B) fourth
(C) third (D) first
65. Any person who commits any unfair labour practice shall be punishable with imprisonment for a term which may extend to _____ under the ID Act,1947.
- (A) one year (B) three months
(C) ten months (D) six months
66. Every application for recovery of money is due to the workman from an employer under an ward under the provisions of chapter V-A of the ID Act,1947 shall be made within:
- (A) six months (B) one year
(C) thirty days (D) ninety days

67. No notice shall be required for effecting any change in the conditions of service applicable to any workman in respect of any matter specified in the fourth schedule of the ID Act,1947 where the change is effected in pursuance of any:
- (A) agreement (B) proceedings
(C) award (D) none of the above
68. Who has to refer an industrial dispute to the Labour Court for adjudication?
- (A) Government (B) State Government
(C) Central Government (D) Appropriate Government
69. According to the ID Act,1947 “Public utility service” means any railway service or any transport service but does not include:
- (A) postal service (B) telegraph service
(C) telephone service (D) any agricultural operation
70. According to the provisions of the ID Act,1947 the report of a board or court shall be in writing and shall be signed by _____ of the Board or Court.
- (A) all the members (B) presiding officer
(C) secretary (D) none of the above
71. Every employee shall be paid wages for each of the holidays allowed to him under section _____ of the Kerala Industrial Establishment (National and festival holidays) Act,1958.
- (A) 3 (B) 5
(C) 4 (D) 4A
72. Every employer shall display in the premises of the _____, a statement showing the holidays allowed in each calendar year under the provisions of the KIEC (N and FH) Act,1958.
- (A) establishments (B) industrial establishments
(C) commercial establishment (D) office
73. Whoever will fully obstruct an Inspector in the exercise of any power conferred on him under the KIE (N and FH) Act, 1958 shall be punishable with imprisonment for a term which may extend to:
- (A) three months (B) six months
(C) one year (D) two year
74. Every employee of an industrial establishment shall submit to the Inspector a list of festival holidays in Form _____ every year for approval under the KIE (N&FH) rules, 1959.
- (A) VI (B) II
(C) I (D) VII

75. Every employer of an industrial establishment shall maintain a muster roll in the prescribed form under rule _____ of the KIE (N and FH) Rules, 1959.
- (A) 6 (B) 12
(C) 2 (D) 11(1)
76. Any person who contravenes the provisions of the rule, 10 or 11 of the (N and FH) Rules, 1959 shall be punishable with fine which may extend to _____ rupees.
- (A) fifty (B) five hundred
(C) one thousand (D) two hundred and fifty
77. Who shall be responsible for the administration of the Kerala Industrial Employees Payment of Gratuity Act, 1970?
- (A) Inspector (B) Employer
(C) Controlling Authority (D) Controlling Officer
78. According to the KIEPG Act, 1970, the employer shall pay gratuity to each of his employee at the rate of _____ days wages based on the last drawn wages for every completed year of service.
- (A) thirty (B) fifteen
(C) twelve (D) fifty
79. A nomination or its modification shall take effect to the extent it is valid on the date on which it is received by the employer under section _____ of the KIEPG Act, 1970.
- (A) 13 (B) 10
(C) 6(6) (D) 8(5)
80. An employee who desires to modify his nomination shall give notice of his intention of doing so to the employer in Form _____ under KIEPG Rules, 1970.
- (A) II (B) I
(C) IV (D) III
81. In the case of death of an employee who is eligible for payment of gratuity, his nominee shall make an application to the employer within a period of _____ under the KIEPG Rules, 1970.
- (A) ten days (B) thirty days
(C) one year (D) two months
82. Any woman who has not given the notice of claim for maternity benefit and payment thereof when she was pregnant may give notice after the delivery as per section _____ of the Maternity Benefit Act, 1961.
- (A) 4 (B) 50
(C) 26 (D) 6(3)
83. The appropriate Government may apply the provisions of payment of Bonus Act, 1965 to any establishment employing persons:
- (A) more than five (B) less than five
(C) less than ten (D) five or more

84. The term "Allocable Surplus" is defined in section _____ of the Payment of Bonus Act, 1965.
- (A) 2(6) (B) 5
(C) 14 (D) 2(4)
85. An employee shall be disqualified from receiving bonus under POB Act, 1965 if he is dismissed from service for:
- (A) misbehavior (B) misappropriation
(C) misconduct (D) none of these
86. Every employer shall send a return in Form D to the Inspector within thirty days after the expiry of the time limit specified in section _____ of the POB Act, 1965.
- (A) 22 (B) 8
(C) 10 (D) 19
87. The prescribed Authority for the purposes of the proviso to para (b) sub clause(iii) of cl.(1) of section 2 of the POB Act, 1965 shall be:
- (A) District Labour Officer (B) Deputy Labour Commissioner
(C) Labour Commissioner (D) Joint Labour Commissioner
88. As per the provisions of the Trade Unions Act, 1926 a person shall be disqualified for being chosen as, and for being a member of the executive of a registered Trade Union, if he has not attained the age of _____ years.
- (A) twenty one (B) eighteen
(C) seventeen (D) twenty
89. Any registered Trade union may with the consent of not less than two third of the total number of its members and subject to the provisions of section _____ of the Trade Union Act, 1926 change its name.
- (A) 18 (B) 9
(C) 14 (D) 25
90. Which section provides for necessary penalties for breaches of the provisions of the Trade Union Act, 1926?
- (A) 31 (B) 21
(C) 16 (D) 33
91. The Register of Trade Unions referred to in section 8 shall be maintained in Form _____ under the Kerala Trade Unions Regulations, 1958.
- (A) H (B) C
(C) D (D) F
92. When a Trade Union is dissolved the notice of dissolution under section 27(1) shall be sent to the Registrar in Form _____ under the KTU Regulations, 1958.
- (A) L (B) E
(C) K (D) J

93. According to the Labour Laws (Exemption From Furnishing Returns And Maintaining Registers By Certain Establishment) Act,1988 “establishments” has the meaning assigned to it in a schedule Act, and includes an “Industrial other establishment” as defined in section 2 of the:
- (A) Industrial Disputes Act,1947 (B) Minimum Wages Act, 1948
(C) Payment of wages Act,1936 (D) Maternity Benefits Act, 1961
94. In the case of very small establishments, an employer shall maintain the register in Form _____ under the LL(EFFR and MRBCE) Act,1958.
- (A) E (B) D
(C) A (D) B
95. Any employer who fails to comply with the provisions of the LL(EFFR and MRBCE) Act,1958 shall on second conviction, be punishable with imprisonment or with fine which may extend to rupees _____ thousand.
- (A) five (B) ten
(C) thirty (D) twenty five
96. No woman shall work in any establishment during the _____ works immediately following the day of her delivery or her mis-carriage under the provisions of the Maternity Benefit Act,1961.
- (A) twelve (B) three
(C) eight (D) six
97. “Maternity Benefit” means the payment referred to in section _____ of the Maternity Benefit Act,1961.
- (A) 4 (B) 20
(C) 15 (D) 5(1)
98. Every Women entitled to maternity benefit under the MB Act,1961 shall also be entitled to receive from her employer medical bonus of _____ rupees if no pre natal confinement and post natal care is provided for by the employer free of charges.
- (A) one hundred and fifty (B) twenty five
(C) fifty (D) two hundred and fifty
99. Which section of the MB Act,1961 provides protection from dismissal etc. on account of absence and also the right of appeal in this respect?
- (A) 22 (B) 12
(C) 16 (D) 7
100. Every woman delivered of a child who returns to duty after delivery shall be allowed in the course of her daily work two breaks of the prescribed duration for nursing the child until the child attains the age of _____ months under the MB Act, 1961.
- (A) six (B) eight
(C) eighteen (D) fifteen

SPACE FOR ROUGH WORK

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