

**PROVISIONAL ANSWER KEY**

Paper: Acts and Rules administered by the Labour Department - Part II  
Date of Test 07-05-2022

- Question1:-The normal working day for a working journalist in case of day shift shall not exceed \_\_\_\_\_ hours exclusive of time of meals.  
A:-4  
B:-6  
C:-8  
D:-none of these  
Correct Answer:- Option-B
- Question2:-Before cancelling the registration of a trade union \_\_\_\_\_ month's previous notice in writing shall be given to the trade union specifying the ground on which it is proposed to cancel the certificate.  
A:-6  
B:-3  
C:-2  
D:-1  
Correct Answer:- Option-C
- Question3:-Section \_\_\_\_\_ of payment of Gratuity Act protects gratuity from court attachment.  
A:-8  
B:-11  
C:-13  
D:-16  
Correct Answer:- Option-D
- Question4:-The condition of five year's continuous service is not necessary for availing gratuity if the termination of service of the employee is due to  
A:-Superannuation  
B:-Retirement  
C:-Resignation  
D:-Disablement due to accident or disease  
Correct Answer:- Option-D
- Question5:-Which of the following statement is correct?  
A:-A trade union can spend from general fund money for political purposes  
B:-A trade union may constitute a separate fund for political purposes  
C:-General funds may be spend only for objects mentioned in section 17 of Trade Unions Act  
D:-None of the above  
Correct Answer:- Option-D
- Question6:-A claim for gratuity shall be filed before controlling authority in  
A:-Form I  
B:-Form J  
C:-Form K  
D:-Form N  
Correct Answer:- Option-D
- Question7:-Bonus shall be paid within a period of \_\_\_\_\_ from the close of accounting year.  
A:-3 months  
B:-6 months  
C:-8 months  
D:-1 year  
Correct Answer:- Option-C
- Question8:-Unfair labour practises are listed out in the \_\_\_\_\_ of industrial Disputes Act.  
A:-Fifth schedule  
B:-Third schedule  
C:-Second schedule  
D:-First schedule  
Correct Answer:- Option-A
- Question9:-Which of the following amounts can be deducted from bonus of an employee as per payment of Bonus Act?  
A:-Financial loss caused to employer due to some misconduct by employee  
B:-Any amount overdrawn by the employee than entitled wages  
C:-Any salary advance received by employee  
D:-None of the above  
Correct Answer:- Option-D
- Question10:-Maternity leave shall be granted to female working journalist in case of miscarriage including abortion subject to the condition that the leave does not exceed  
A:-5 weeks  
B:-6 weeks  
C:-8 weeks  
D:-10 weeks  
Correct Answer:- Option-C
- Question11:-Which one among the following is included in the definition of 'wages' as defined in the Kerala industrial establishment (National and Festival Holidays) Act?  
A:-The value of any house accommodation  
B:-Any bonus  
C:-Any gratuity  
D:-Any travelling concession  
Correct Answer:- Option-A
- Question12:-What is the rate of building cess that can be levied under section 3 of the building and other construction workers welfare cess Act?  
A:-Not exceeding one per cent  
B:-Not exceeding two per cent  
C:-Not exceeding two per cent but not less than one per cent  
D:-None of these  
Correct Answer:- Option-C
- Question13:-If National / Festival holiday falls during lay off, the employees shall be paid  
A:-Full salary of a working day  
B:-50 per cent of total of basic pay and dearness allowance  
C:-Basic pay only

D:-Nothing is to be paid

Correct Answer:- Option-B

Question14:-An employer aggrieved by the order of business cess assessing officer making assessment or imposing penalty may appeal to the appellate authority within

A:-No time limit is prescribed

B:-1 month of receipt of such order

C:-2 month of receipt of such order

D:-3 month of receipt of such order

Correct Answer:- Option-D

Question15:-Every contractor may apply for renewal for licence under interstate migrant work man (RECS) Act in

A:-Form IX

B:-Form XI

C:-Form X

D:-Form XII

Correct Answer:- Option-A

Question16:-Notice of any change in address of head office of a registered trade union shall be given to register within

A:-10 days

B:-14 days

C:-1 month

D:-3 month

Correct Answer:- Option-B

Question17:-Kerala industrial Establishment (National and Festival Holidays) Act is not applicable to an establishment wherein \_\_\_\_\_ workers are employed.

A:-10 or more

B:-Less than 20

C:-Less than 10

D:-More than 20

Correct Answer:- Option-B

Question18:-A work man is entitled to subsistence allowance at the rate of

A:-50% of wages for first sixty days of suspension

B:-50% of wages for first ninety days of suspension

C:-75% of wages after first sixty days of suspension

D:-None of the above

Correct Answer:- Option-B

Question19:-A settlement arrived in the course of conciliation proceedings shall be in

A:-Form H

B:-Form HH

C:-Form J

D:-Form K1

Correct Answer:- Option-A

Question20:-Disputes related to any matter specified in second schedule of industrial Disputes act shall be referred to

A:-Appropriate Government

B:-Industrial Tribunal

C:-High court

D:-Labour court

Correct Answer:- Option-D

Question21:-Which among the following is an 'industry' under industrial Disputes Act?

A:-All India Radio

B:-Kerala State Science and Technological museum

C:-Kerala Khadi and Village Industries Board

D:-All of the above

Correct Answer:- Option-D

Question22:-Who is empowered to constitute expert committee under sec 5 of the building and other construction workers Act?

A:-Central Government

B:-State Government

C:-Appropriate Government

D:-Central advisory committee

Correct Answer:- Option-C

Question23:-Which among the following industries are included in first schedule of industrial disputes Act?

A:-Fertiliser industry

B:-Cotton textiles

C:-Food stuffs

D:-All of the above

Correct Answer:- Option-D

Question24:-The term 'controlled industry' is defined in

A:-Interstate Migrant Workman (Regulation of Employment and conditions of service) Act

B:-Industrial Disputes Act

C:-Standing orders Act

D:-None of the above

Correct Answer:- Option-B

Question25:-A 'small establishment' under Labour Laws (Exemption from furnishing returns and maintaining Registers by certain Establishments Act) means an establishment in which

A:-Not less than 5 and not more than 9 persons are employed

B:-Not less than 10 and not more than 19 persons are employed

C:-Not less than 20 and not more than 29 persons are employed

D:-Not less than 30 and not more than 39 persons are employed

Correct Answer:- Option-B

Question26:-The employer of every establishment in which women are employed shall prepare and maintain a muster roll in Form A and shall enter therein particulars of \_\_\_\_\_ in the establishment.

A:-All women workers who availed maternity benefit in the establishment

B:-All women workers in the establishment

C:-All women workers who applied for maternity benefit in the establishment

D:-All workers in the establishment

Correct Answer:- Option-B

Question27:-A working journalist shall be entitled to leave on medical certificate on one-half of wages at the rate of

- A:-Not less than one month for every 18 months of service
- B:-Not less than 15 days for every 12 months of service
- C:-Not less than 30 days for every 18 months of service
- D:-Not less than 20 days for every 12 months of service

Correct Answer:- Option-A

Question28:-The certificate of registration of a trade union shall be issued by Registrar in

- A:-Form A
- B:-Form B
- C:-Form C
- D:-Form D

Correct Answer:- Option-B

Question29:-In the event of recalling a working journalist on leave, he shall be entitled to

- A:-Compensation for cancellation of leave
- B:-Double wages on working during such cancelled leave period
- C:-Compensatory leave on another day
- D:-Travelling allowance if at the time of recall he is spending his leave at a place other than his headquarters

Correct Answer:- Option-D

Question30:-An inspector under Building and other construction workers (Regulation of Employment and Conditions of Service) Act is empowered to issue a prohibition order prohibiting any building or constitution sites as per

- A:-Sec 43 of the Act
- B:-Sec 44 of the Act
- C:-Rule 316 of Kerala Rules
- D:-Rule 317 of Kerala Rules

Correct Answer:- Option-D

Question31:-Annual return of an individual trade union shall be submitted to registrar in

- A:-Form L
- B:-Form M
- C:-Form H
- D:-Form I

Correct Answer:- Option-A

Question32:-The penalty for failure to give notice of the commencement of the building or other construction work under sec 46 is

- A:-Improvement for a term which may extend 3 months or with fine which may extend to Rs.2000/-
- B:-Improvement for a term which may extend 6 months or with fine which may extend to Rs.5000/-
- C:-Improvement for a term which may extend 1 year or with fine which may extend to Rs.10000/-
- D:-None of these

Correct Answer:- Option-A

Question33:-Any person aggrieved by the imposition of penalty under section 50 of the building and other construction workers (regulation of service and condition of service) Act by chief inspector may prefer an appeal to

- A:-State Welfare Board
- B:-State Advisory Committee
- C:-Expert Committee
- D:-State Government

Correct Answer:- Option-D

Question34:-The penalty for contravention of any of the provisions of the payments of Bonus Act and rules is

- A:-Imprisonment for a term which may extend to 6 months or with fine which may extend to Rs.500/-
- B:-Imprisonment for a term which may extend to 6 months or with fine which may extend to Rs.1000/-
- C:-Imprisonment for a term which may extend to 1 year or with fine which may extend to Rs.2000/-
- D:-None of these

Correct Answer:- Option-B

Question35:-Which section of Maternity Benefit Act provides for payments of Medical Bonus?

- A:-Sec 7
- B:-Sec 8
- C:-Sec 9
- D:-Sec 10

Correct Answer:- Option-B

Question36:-A settlement arrived in the course of conciliation proceedings under industrial disputes Act shall be binding on

- A:-All parties summoned to appear in the proceedings or parties to dispute
- B:-Heirs, successors, assigners of the employer
- C:-All persons who subsequently become employed in the establishment in dispute
- D:-All of the above

Correct Answer:- Option-D

Question37:-No workman shall be entitled to lay-off compensation if he refuses to accept any alternative employment in the same establishment, or in any other establishment belonging to the same employer situated within a radius of

- A:-3 miles
- B:-5 miles
- C:-3 kms
- D:-5 kms

Correct Answer:- Option-B

Question38:-Which among the classification of workman is not included in model standing orders?

- A:-Probationers
- B:-Apprentices
- C:-Casual
- D:-Trainee

Correct Answer:- Option-D

Question39:-Which of the following matters are included in the schedule of industrial employment (standing orders) Act?

- A:-Shift working
- B:-Attendance and late coming
- C:-Procedure for applying for and granting leave
- D:-All of the above

Correct Answer:- Option-D

Question40:-What is the penalty for commencing, continuing, or otherwise acting in furtherance of an illegal strike?

- A:-Imprisonment for a term which may extend to one month, or with fine which may extend to Rs.50/-
- B:-Imprisonment for a term which may extend to 2 month, or with fine which may extend to Rs.100/-
- C:-Imprisonment for a term which may extend to 3month, or with fine which may extend to Rs.200/-
- D:-None of these

Correct Answer:- Option-A

Question41:-Sec \_\_\_\_\_ of interstate workman (Regulation of Employment and condition of Service) Act provides for displacement allowance.

- A:-Sec 13
- B:-Sec 14
- C:-Sec 15
- D:-Sec 16

Correct Answer:- Option-B

Question42:-Every contractor shall furnish a return regarding migrant workman who has ceased to be employed in

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

Correct Answer:- Option-C

Question43:-A core return under sec 4 of Labour Laws (Exemption from Furnishing return and Maintaining Registers by Certain Establishments) Act shall be furnished in

- A:-Form A
- B:-Form B
- C:-Form C
- D:-Form D

Correct Answer:- Option-A

Question44:-Maximum Bonus provided under sec 11 of payment of Bonus Act is \_\_\_\_\_ of annual salary.

- A:-10%
- B:-15%
- C:-20%
- D:-None of these

Correct Answer:- Option-C

Question45:-Payment of Gratuity Act applies to every shop establishment where \_\_\_\_\_ or more persons are employed.

- A:-10
- B:-20
- C:-25
- D:-None of these

Correct Answer:- Option-A

Question46:-Where an employer intends to close down the business, he shall submit a notice to the controlling authority under Payment of Gratuity Act in Form C

- A:-After 30 days of closure
- B:-After 60 days of closure
- C:-At least 60 days before intended closure
- D:-At least 30 days before intended closure

Correct Answer:- Option-C

Question47:-Penalty for contravention of any of the provisions of the Working Journalist (Conditions of Service) and miscellaneous provisions and rules for first offence is

- A:-Fine which may extend to Rs. 200
- B:-Fine which may extend to Rs. 500
- C:-One month imprisonment and / or Rs. 200 fine
- D:-Two month imprisonment and / or Rs. 500 fine

Correct Answer:- Option-A

Question48:-In case of change of shift from night shift to day or vice versa, to working journalists there shall be an interval of not less than

- A:-12 consecutive hours between two shifts
- B:-24 consecutive hours between two shifts
- C:-48 consecutive hours between two shifts
- D:-72 consecutive hours between two shifts

Correct Answer:- Option-B

Question49:-The number of workman to be recognized as protected workman in an establishment is 1% of total workman employed subject to a minimum number of 5 and maximum number of

- A:-10
- B:-20
- C:-30
- D:-100

Correct Answer:- Option-D

Question50:-Section \_\_\_\_\_ of Building and other Construction Workers Welfare Cess Act provides for interest on delay in payment of Cess.

- A:-6
- B:-8
- C:-10
- D:-12

Correct Answer:- Option-B

Question51:-Every contractor shall furnish to the specified authorities the particulars regarding recruitment of migrant workman in

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

Correct Answer:- Option-C

Question52:-An application for refund of security amount deposited by contractor made under Rule 17 of Kerala Interstate Migrant Workman (Regulation of Employment and Conditions of Service) Rules shall be disposed of within \_\_\_\_\_ days of application.

- A:-30
- B:-60
- C:-90
- D:-120

Correct Answer:- Option-B

Question53:-Which section of payment of Bonus Act speaks about proportionate reduction of bonus when an employee has not worked for all the working days in an accounting year?

- A:-Sec 10
- B:-Sec 11
- C:-Sec 12
- D:-Sec 13

Correct Answer:- Option-D

Question54:-An employee who is eligible for gratuity shall apply to the employer in

- A:-Form I
- B:-Form J
- C:-Form K
- D:-Form N

Correct Answer:- Option-A

Question55:-Every complaint regarding change of conditions of service under sec 33A of Industrial Disputes Act shall be presented in

- A:-Form I
- B:-Form J
- C:-Form K
- D:-Form L

Correct Answer:- Option-A

Question56:-The employer shall prepare a seniority list of workman in the particular category from which retrenchment is contemplated and cause a copy thereof to be posted in notice board at least \_\_\_\_\_ before the actual date of retrenchment.

- A:-1 month
- B:-2 month
- C:-7 days
- D:-15 days

Correct Answer:- Option-C

Question57:-According to sec 17 of working journalist and other newspaper employees (conditions of service) and Miscellaneous Provisions Act, if any question arises as to the amount due under the Act to a newspaper employee from his employer, the state Government may refer the question to

- A:-Wage Board
- B:-Tribunal
- C:-Labour Commissioner
- D:-Labour Court

Correct Answer:- Option-D

Question58:-Who among the following is not an inspector under payment of Gratuity Act?

- A:-Assistant Labour Officer - Grade I
- B:-Assistant Labour Officer - Grade II
- C:-Deputy Labour Officer
- D:-Inspector of Plantations

Correct Answer:- Option-B

Question59:-Every registered trade union shall maintain Register of Membership and subscriptions in

- A:-Form K
- B:-Form L
- C:-Form M
- D:-Form N

Correct Answer:- Option-C

Question60:-The annual return of Trade Unions shall be submitted to registrar

- A:-On or before 31st of January
- B:-On or before 28th of February
- C:-On or before 31st of March
- D:-On or before 1st of June

Correct Answer:- Option-D

Question61:-For amalgamation of two or more trade unions, in each of trade unions at least \_\_\_\_\_ votes shall be recorded in favour of proposal.

- A:-51%
- B:-60%
- C:-66%
- D:-None of these

Correct Answer:- Option-B

Question62:-The provisions of Kerala Industrial Establishment (National and Festival Holidays) Act will apply to

- A:-An employee in a factory
- B:-An employee in a position of management
- C:-An employee whose work involves travelling
- D:-An employee in a mine or oil field

Correct Answer:- Option-A

Question63:-Whoever willfully obstructs an inspector under Kerala Industrial Establishment (National and Festival of holidays) Act shall be punishable with

- A:-Imprisonment for a term which may extend to 1 month or fine which may extend to Rs. 200
- B:-Imprisonment for a term which may extend to 2 month or fine which may extend to Rs. 500
- C:-Imprisonment for a term which may extend to 3 month or fine which may extend to Rs. 500
- D:-Imprisonment for a term which may extend to 6 month or fine which may extend to Rs. 1000

Correct Answer:- Option-C

Question64:-No working journalist shall be required to work for more than \_\_\_\_\_ during any period of 4 consecutive weeks.

- A:-120 hours
- B:-144 hours
- C:-156 hours
- D:-180 hours

Correct Answer:- Option-B

Question65:-A person shall be disqualified for being chosen a member of executive on any other office bearer of a registered trade union if he has not attained the age of \_\_\_\_\_ years.

- A:-15
- B:-18
- C:-21
- D:-25

Correct Answer:- Option-B

Question66:-Who is responsible for all arrangements in connection with election to works committee?

- A:-Employer
- B:-Trade Union
- C:-Conciliation officer
- D:-All of the above

Correct Answer:- Option-A

Question67:-When a dispute arise as to whether a particular workman should be recognized as protected workman or not the dispute shall be referred to

- A:-Conciliation officer
- B:-Labour Court
- C:-Industrial Tribunal
- D:-Works Committee

Correct Answer:- Option-A

Question68:-The notice of strike in a public utility service shall be given in

- A:-Form I
- B:-Form J
- C:-Form K
- D:-Form L

Correct Answer:- Option-D

Question69:-Standing orders finally certified by certifying officer shall not except on agreement between employer and workman be liable to modification until the expiry of \_\_\_\_\_ from the date on which the standing orders or the text modification came into operation.

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

Correct Answer:- Option-D

Question70:-Which section of Industrial Employment (Standing Orders) Act says that until final certification of standing orders of an establishment model standing orders shall be deemed to be adapted?

- A:-Sec 11
- B:-Sec 12
- C:-Sec 12A
- D:-Sec 13

Correct Answer:- Option-C

Question71:-Who among the following in a "Workman" under Industrial Dispute Act?

- A:-General Manager of the establishment
- B:-Floor supervisor whose salary is Rs. 8000 per month
- C:-Floor supervisor whose salary is Rs. 18000 per month
- D:-None of the above

Correct Answer:- Option-B

Question72:-Where the employment of any migrant workman is terminated by or on behalf of contractor, the wages earned by migrant workman shall be paid before the expiry of \_\_\_\_\_ working day of his termination.

- A:-15th
- B:-7th
- C:-5th
- D:-2nd

Correct Answer:- Option-D

Question73:-The dining hall in a site where building or other construction work is carried on shall accommodate at least \_\_\_\_\_ of building workers at a time.

- A:-30%
- B:-50%
- C:-10%
- D:-20%

Correct Answer:- Option-A

Question74:-When any medicine is purchased by migrant workman from the market on the basis of preparation issued by any doctor provided by the contractor, or any registered medical practitioner the cost of such medicine shall be reimbursed by the contractor to migrant workman within a period \_\_\_\_\_ days from the date of presentation of bill by the migrant workman.

- A:-15
- B:-10
- C:-7
- D:-3

Correct Answer:- Option-C

Question75:-A women suffering from illness arising out of pregnancy, delivery, premature birth of child shall be entitled to leave with wages at the rate of maternity benefit for a maximum period of

- A:-6 weeks
- B:-8 weeks
- C:-12 weeks
- D:-1 month

Correct Answer:- Option-D

Question76:-Records kept under the provisions of Maternity Benefit Act and rules shall be preserved for a period of \_\_\_\_\_ from the date of their preparation.

- A:-6 months
- B:-1 year
- C:-18 months
- D:-2 years

Correct Answer:- Option-D

Question77:-Which section of payments of Bonus Act provides for any puja bonus deducting or customary bonus from the amount of bonus payable to employee in that accounting year?

- A:-17
- B:-18
- C:-19
- D:-20

Correct Answer:- Option-A

Question78:-Where the assessing officer has passed an order of assessment and the employer decides to withdraw from, foreclose, or modify the plan of construction there by reducing the cost of construction, the employer can

- A:-File an appeal to appellate authority
- B:-File an appeal to Board
- C:-Claim set off of overpaid Cess in subsequent construction
- D:-Seek revision of assessment order to the assessing officer

Correct Answer:- Option-D

Question79:-The Maternity Benefit Act applies to every shop and establishment in which

- A:-10 or more persons are employed
- B:-10 or more women employees are employed
- C:-20 or more persons are employed

D:-20 or more women employees are employed

Correct Answer:- Option-A

Question80:-The failure, refusal or inability of an employer to give employment to a workman whose name is borne on the muster roll of his industrial establishment is called

A:-Lock out

B:-Lay off

C:-Retrenchment

D:-Closure

Correct Answer:- Option-B

Question81:-If a settlement is arrived at in the course of conciliation proceedings, the conciliation officer shall send a report to

A:-Central Government

B:-State Government

C:-Appropriate Government

D:-Labour Court

Correct Answer:- Option-C

Question82:-No workman employed in an industrial establishment shall go on strike

A:-During the pendency of conciliation proceedings before a Board and 14 days after conclusion of proceedings

B:-During the pendency of conciliation proceedings before a Board and 3 months after conclusion of proceedings

C:-During the pendency of proceedings before a Labour Court or Tribunal and 2 months after conclusion of proceedings

D:-During the pendency of proceedings before a Labour Court or Tribunal and 3 months after conclusion of proceedings

Correct Answer:- Option-C

Question83:-In every establishment where \_\_\_\_\_ or more workman are ordinarily employed, the contractor shall provide creche for use of their children.

A:-10

B:-20

C:-25

D:-50

Correct Answer:- Option-B

Question84:-A woman employed in an establishment entitled to Maternity benefit, may give notice to the employer under Sec 6 of Maternity Benefit Act in

A:-Form C

B:-Form D

C:-Form E

D:-Form F

Correct Answer:- Option-C

Question85:-Which section of Payment of Gratuity Act deals with forfeiture of Gratuity?

A:-Sec 4

B:-Sec 6

C:-Sec 7

D:-Sec 8

Correct Answer:- Option-A

Question86:-The term "Trade Dispute" is defined in

A:-Industrial Dispute Act

B:-Trade Unions Act

C:-Industrial Employment (standing orders) Act

D:-The payment of bonus act

Correct Answer:- Option-B

Question87:-Any claim for Gratuity shall be filed with the Controlling Authority within \_\_\_\_\_ of it becomes payable.

A:-30 days

B:-60 days

C:-90 days

D:-None of these

Correct Answer:- Option-C

Question88:-The provisions of Building and other construction workers (Regulation of Employment and Conditions of Service) Act will not apply to building or other construction work of

A:-Government buildings

B:-To Tunnels

C:-Factories and mines

D:-Electric lines

Correct Answer:- Option-C

Question89:-Notice of any change in the name of Trade Union shall be sent to registrar in

A:-Form H

B:-Form I

C:-Form J

D:-Form K

Correct Answer:- Option-A

Question90:-Who among the following cannot file a complaint regarding the commission of any offence under Maternity Benefit Act before Court?

A:-Any aggrieved woman

B:-Any voluntary organization registered under Societies Registration Act

C:-Any member of a Trade Union

D:-An inspector under the Act

Correct Answer:- Option-C

Question91:-As per Sec 4 of Building and other Construction Workers Welfare Cess Act, every employer shall furnish a return in Form I about the building or construction work within \_\_\_\_\_ of commencement of work.

A:-30 days

B:-60 days

C:-90 days

D:-Six months

Correct Answer:- Option-A

Question92:-Which one of the following acts will not constitute "Gross Misconduct" referred in Sec 12 of Maternity Benefit Act?

A:-Wilful destruction of employer's good or property

B:-Participation in strike in the establishment

C:-Wilful non-observance of safety measure

D:-Theft, fraud or dishonesty in connection with employer's business or property

Correct Answer:- Option-B

Question93:-As per Sec 8 of Building and other Construction Workers Welfare Cess Act, if any employer fails to pay cess amount within time specified in the assessment order, he shall be liable to pay interest on the amount at the rate of

- A:-1% for every month or part thereof
- B:-2% for every month or part thereof
- C:-12% per annum
- D:-None of these

Correct Answer:- Option-B

Question94:-Which among the following is an unfair trade practice on the part of employer?

- A:-To advise or actively support or investigate any strike deemed to be illegal
- B:-To indulge in coercive activities against certification of a bargaining representative
- C:-To incite or indulge in wildful damage to employers property
- D:-To establish employer sponsored trade unions of workman

Correct Answer:- Option-D

Question95:-In order to avail retrenchment benefit, workman should have been in continuous service under an employer for

- A:-Not less than 1 year
- B:-Not less than 6 months
- C:-Not less than 3 months
- D:-Not less than 1 month

Correct Answer:- Option-A

Question96:-The government may dissolve any works committee if it is satisfied that not less than \_\_\_\_\_ of representatives of work men have without any reasonable justification failed to attempt three consecutive meetings of committee.

- A:-1/2
- B:-1/4
- C:-2/3
- D:-2/4

Correct Answer:- Option-C

Question97:-In the model standing orders, provisions for \_\_\_\_\_ is not contained.

- A:-Medical examination of workman
- B:-Age of retirement
- C:-Promotion policy
- D:-Attendance and late coming

Correct Answer:- Option-C

Question98:-Which section of Trade Union Act provides immunity to Trade Union from civil suit and legal proceedings?

- A:-Sec 18
- B:-Sec 19
- C:-Sec 23
- D:-Sec 24

Correct Answer:- Option-A

Question99:-A working journalist is entitled to \_\_\_\_\_ day's extra ordinary leave in a year.

- A:-10 days
- B:-15 days
- C:-20 days
- D:-No number of leaves mentioned in the Act

Correct Answer:- Option-D

Question100:-Any person aggrieved by the list of National and Festival Holidays approved by the inspector, can file appeal to

- A:-District Labour Officer
- B:-Deputy Labour Commissioner
- C:-Regional Joint Labour Commissioner
- D:-No appeal is provided

Correct Answer:- Option-D