

**PROVISIONAL ANSWER KEY**

Paper: Acts and Rules administered by the Labour Department - Part II  
Date of Test 31-10-2022

Question1:-Under which Act, disputes between the workers of different Trade Unions are settled?

- A:-The Trade Disputes Act, 1929
- B:-The Industrial Disputes Act, 1947
- C:-The Trade Union Act, 1926
- D:-The Employees Compensation Act, 1923

Correct Answer:- Option-B

Question2:-Among the following statements, which one is not included as Award on industrial disputes?

- A:-Award made by the arbitrator
- B:-Interim determination made by the Labour Court
- C:-Final determination made by the Industrial Tribunal
- D:-Settlement made by the conciliation officer

Correct Answer:- Option-D

Question3:-Which among the following is not an Industrial Dispute?

- A:-Disputes or difference between employers and employers
- B:-Disputes or difference between workmen and workmen
- C:-Disputes or difference between trade unions and trade unions
- D:-Disputes or difference between Employers and workmen

Correct Answer:- Option-C

Question4:-Among the following which one is correct?

- A:-A workman presents himself for work at the establishment at the time appointed and is not given employment by the employer due to shortage of raw material for two hours shall be deemed to have been laid-off.
- B:-A workman presents himself for work at the establishment at the time appointed and is not given employment by the employer due to shortage of raw material for one hour shall be deemed to have laid-off.
- C:-A workman presents himself for work at the establishment at the time appointed and is not given employment by the employer due to shortage of raw material for half an hour shall be deemed to have been laid-off.
- D:-A workman presents himself for work at the establishment at the time appointed and is not given employment by the employer due to shortage of raw material for three hours shall be deemed to have been laid-off.

Correct Answer:- Option-A

Question5:-In which among the following conditions, an employer can Retrench a workman?

- A:-Termination of the service of workman by the employer as punishment
- B:-Termination of the service of workman by the employer on ground of continued ill-health
- C:-Both 1 and 2
- D:-None of the above

Correct Answer:- Option-D

Question6:-Who among the following person is not a workman under the Industrial Disputes Act 1947?

- A:-Person engaged in manual work
- B:-Person engaged in supervisory work
- C:-Person engaged in technical work
- D:-Person engaged in administrative work

Correct Answer:- Option-D

Question7:-"XX is an Industrial Establishment employed 78 workmen throughout the year.

YY is an Industrial Establishment employed 145 workmen only for 10 days in the preceding twelve months and in all other days employed only 65 workmen

ZZ is an Industrial Establishment employed 45 workmen for 105 days in the preceding twelve months and in all other days employed only 25 workmen".

In the above circumstances which Industrial establishment shall form a works committee?

- A:-XX
- B:-YY
- C:-ZZ
- D:-YY and ZZ

Correct Answer:- Option-B

Question8:-The duty of works committee is

- A:-Filing suits against the employer on behalf of the workers
- B:-Recruiting the workers to trade unions and ensuring collective bargaining
- C:-Securing and preserving amity and good relations between employer and workmen
- D:-Leading the strikes for the rights of workers

Correct Answer:- Option-C

Question9:-Select the statement which is not correct?

- A:-The appropriate Government may appoint conciliation officers
- B:-The appropriate Government may constitute Boards of Conciliation
- C:-The appropriate Government may appoint one more National Tribunals
- D:-The appropriate Government may constitute a court of inquiry

Correct Answer:- Option-C

Question10:-Select the matters that will not come under the jurisdiction of Labour Courts.

- A:-Wages, including the period and mode of payment
- B:-The propriety or legality of an order passed by an employer under the standing orders
- C:-Withdrawal of any customary concession or privilege
- D:-Illegality or otherwise of a strike or lock-out

Correct Answer:- Option-A

Question11:-Which among the following will not come under the jurisdiction of Industrial Tribunals?

- A:-Hours of work and rest intervals
- B:-Classification of grades
- C:-The application and interpretation of standing orders
- D:-Rationalisation

Correct Answer:- Option-C

Question12:-In relations to the notice of change in respect of any matter specified in Fourth Schedule, which among the following statement is not correct?

- A:-Notice of change shall be given to the workmen likely to be affected
- B:-Notice shall be given twenty one days prior to the change
- C:-No notice is required if the change is effected in pursuance of any settlement or award
- D:-All the statements are wrong

Correct Answer:- Option-D

Question13:-Under what conditions, employer shall give notice of change?

- A:-Change in wages, including the period and mode of payment
- B:-Change in compensatory and other allowances
- C:-Change in hours of work and rest intervals
- D:-All of the above

Correct Answer:- Option-D

Question14:-Persons can go on strike in public utility service,

- A:-Giving notice to the employer within six weeks after the beginning of strike
- B:-Giving notice to the employer within six weeks before striking
- C:-Giving notice to the employer within three weeks after the beginning of strike
- D:-Giving notice to the employer within three weeks before striking

Correct Answer:- Option-B

Question15:-Notice of lock-out is not necessary, if

- A:-Already strike exist in the industry
- B:-The industry is a public utility service
- C:-During the pendency of any conciliation proceedings
- D:-During the pendency of any court proceedings

Correct Answer:- Option-A

Question16:-Under what conditions a strike become illegal?

- A:-Strike, after the expiry of the date specified in any notice under section 22
- B:-Strike, two months after the conclusion of proceedings before Labour Court
- C:-Strike continued in contravention of an order made under sub-section (3) of section 10
- D:-None of the above

Correct Answer:- Option-C

Question17:-A workman shall be said to be in continuous service of one year, if

- A:-he actually worked for 180 days below ground in mine during the last twelve months
- B:-he actually worked for 190 days during the last twelve months
- C:-he actually worked for 210 days during the last twelve months
- D:-he actually worked for 190 days below ground in mine during the last twelve months

Correct Answer:- Option-D

Question18:-Select the correct statement.

- A:-Lay off compensation shall be paid to workmen by the employer, even if, lay-off is due to a strike on the part of workmen in another part of the establishment.
- B:-Lay off compensation shall be paid to workmen by the employer, even if, workman does not present himself for work at the establishment at the appointed time
- C:-Lay off compensation shall be paid to workmen by the employer, even if, workman refuses to accept alternative employment
- D:-None of the above

Correct Answer:- Option-D

Question19:-Conditions of the retrenchment include

- A:-The workmen has been given fourteen days' notice in writing indicating the reason for retrenchment
- B:-The workmen has been given twenty one days' notice in writing indicating the reason for retrenchment
- C:-The workmen has been given one month's notice in writing indicating the reason for retrenchment
- D:-The workmen has been given three months' notice in writing indicating the reason for retrenchment

Correct Answer:- Option-C

Question20:-The closure of an undertaking can be made only after sixty days' notice to appropriate Government, if

- A:-Undertaking in which one hundred or more workmen employed
- B:-Undertaking in which two hundred or more workmen employed
- C:-Undertaking in which fifty or more workmen employed
- D:-Undertaking in which one hundred and fifty or more workmen employed

Correct Answer:- Option-C

Question21:-The compensation for workmen in case of closing down of undertaking is

- A:-The compensation equivalent to thirty days average pay for every completed year of continuous service or any part thereof in excess of six months.
- B:-The compensation equivalent to fifteen days average pay for every completed year of continuous service or any part thereof in excess of six months.
- C:-The compensation equivalent to average three months' pay
- D:-None of the above

Correct Answer:- Option-B

Question22:-Which among the following is not punishable under the Industrial Disputes Act, 1947?

- A:-Illegal Strikes and lock-outs
- B:-Giving financial aid to illegal strikes and lock-outs
- C:-Breach of any term of any settlement or award
- D:-None of the above

Correct Answer:- Option-D

Question23:-Who among the following cannot be represented in a dispute for any workman?

- A:-Any member of the executive or other office bearer of a registered trade union of which he is a member
- B:-Any member of the executive or other office bearer of a federation of trade unions to which the trade union is affiliated and he is a member
- C:-A legal practitioner
- D:-Where the worker is not a member of any trade union, by any other workman employed in, the industry in which the worker is employed and authorized on this behalf.

Correct Answer:- Option-C

Question24:-Unfair labour practices means any of the practices specified in the

- A:-First Schedule
- B:-Third Schedule
- C:-Fourth Schedule
- D:-Fifth Schedule

Correct Answer:- Option-D

Question25:-Matters within the jurisdiction of Industrial Tribunals listed in

- A:-Second Schedule
- B:-Third Schedule
- C:-Fourth Schedule
- D:-Fifth Schedule

Correct Answer:- Option-B

Question26:-The Act require employers in industrial establishments formally to define conditions of employment under them, is

- A:-The Industrial Employment (standing order) Act, 1946
  - B:-The Industrial Disputes Act, 1947
  - C:-The Employees Compensation Act, 1923
  - D:-The Trade Union Act, 1926
- Correct Answer:- Option-A

Question27:-The applicability of The Industrial Employment (standing order) Act, 1946 attract in Kerala, if the industrial establishment

- A:-Employed more than fifty workmen
- B:-Employed more than twenty workmen
- C:-Employed more than ten workmen
- D:-None of the above

Correct Answer:- Option-A

Question28:-'Standing Orders' means

- A:-Conditions relating to matters set out in the Rules
- B:-Rules relating to matters set out in the Schedule
- C:-Rights relating to matters set out in the Rules
- D:-All of the above

Correct Answer:- Option-B

Question29:-Which among the following matter is not mandatory to include in a Standing order?

- A:-Classification of workmen
- B:-Individual wage rate
- C:-Shift working
- D:-Attendance and late coming

Correct Answer:- Option-B

Question30:-The object of the Trade Unions Act, 1926 is

- A:-Registration of the trade unions
- B:-Registration of the trade unions and in certain respect to define the law relating to registered trade unions
- C:-To regulate and conciliate trade disputes
- D:-None of the above

Correct Answer:- Option-B

Question31:-Select the one which is more correct statement regarding 'Trade Union'.

- A:-Trade union registered under the Trade Union Act, 1926
- B:-Any combination formed primarily for the purpose of regulating the relation between workmen and workmen
- C:-Any combination formed primarily for the purpose of regulating the relation between employer and employer
- D:-2 and 3 only

Correct Answer:- Option-D

Question32:-The minimum number of members required to submit the application of registration of Trade Union is

- A:-Five
- B:-Seven
- C:-Nine
- D:-Eleven

Correct Answer:- Option-B

Question33:-The minimum number of workmen required for the registration of trade union is

- A:-Ten percentage or one hundred workmen engaged or employed in the establishment or industry are members of that trade union.
- B:-Five percentage or one hundred workmen engaged or employed in the establishment or industry are members of that trade union
- C:-Ten percentage or fifty workmen engaged or employed in the establishment or industry are members of that trade union
- D:-Five percentage or fifty workmen engaged or employed in the establishment or industry are members of that trade union

Correct Answer:- Option-A

Question34:-Select the condition when the registrar of trade union can reject the application for registration of trade union.

- A:-Seven members of trade union applied for registration but before registration two members ceased to be members of the trade union.
- B:-Seven members of trade unions applied for registration but before registration three members ceased to be members of the trade union.
- C:-Seven members of trade union applied for registration but before registration four members ceased to be members of the trade union
- D:-Any circumstances once application submitted the registrar shall register the trade union

Correct Answer:- Option-C

Question35:-If a trade union exist for the last three months, which among the following is not necessary to submit along with the application for registration of trade union?

A:-The names, occupation and addresses of the place of work of the members of trade union making the application, in the case of trade union of members

- B:-General Statement of assets and liabilities of the trade union
- C:-The titles, names, ages, address and occupations of the office bearers of the trade union
- D:-The name of the trade union and address of its head office

Correct Answer:- Option-B

Question36:-Which among the following provision is not mandatory in the rules of the trade union while submitting the application for the registration of trade union?

- A:-The list of members of the trade union
- B:-Objects for which the trade union has been established
- C:-Purposes for which the general funds of the trade union shall be applicable
- D:-Assets and liabilities of the trade union

Correct Answer:- Option-D

Question37:-A certificate of registration of a trade union may be withdrawn or cancelled by the registrar if

- A:-On the application of the trade
- B:-Certificate has been obtained by fraud or mistake
- C:-Trade union has ceased to exist
- D:-All of the above

Correct Answer:- Option-D

Question38:-The general fund of the trade union cannot be used for

- A:-The registration under the Co-operative Societies Act, 1912
- B:-The compensation of members for loss arising out of trade disputes
- C:-Religious benefits for members
- D:-The upkeep of a periodical published mainly for the purpose of discussing questions affecting employers or workers

Correct Answer:- Option-A

Question39:-The political fund of the trade union can be used for

- A:-The payment of salaries, allowances and expenses to office-bearers of the trade union
- B:-The payment of expenses for the administration of the trade union
- C:-The maintenance of any person who is a member of any legislative body constituted under the constitution
- D:-Allowances to members of their dependents on account of death, old age, sickness, accidents or unemployment of such members

Correct Answer:- Option-C

Question40:-Which among the following statement is correct?

A:-No office bearer of a registered trade union is liable to punishment under criminal conspiracy, in respect of any agreement made between the members for the purposes specified in section 12 of the Trade Unions Act, 1926.

B:-No office bearer of a registered trade union is liable to punishment under criminal conspiracy, in respect of any agreement made between the members for the purposes specified in section 13 of the Trade Unions Act, 1926.

C:-No office bearer of a registered trade union is liable to punishment under criminal conspiracy, in respect of any agreement made between the members for the purposes specified in section 14 of the Trade Unions Act, 1926.

D:-No office bearer of a registered trade union is liable to punishment under criminal conspiracy, in respect of any agreement made between the members for the purposes specified in section 15 of the Trade Unions Act, 1926.

Correct Answer:- Option-D

Question41:-Which among the following statement is correct?

A:-A registered trade union shall not be liable in any suit or other legal proceeding in any civil court in respect of any tortious act done in contemplation of a trade dispute by any agent of the trade union if it is proved that such person acted without the knowledge of, or contrary to express instructions given by, the executive of the trade union.

B:-A registered trade union shall be liable in any suit or other legal proceeding in any civil court in respect of any tortious act done in contemplation of a trade dispute by any agent of the trade union if it is proved that such person acted without the knowledge of, or contrary to express instructions given by, the executive of the trade union.

C:-A registered trade union shall not be liable in any suit or other legal proceeding in any civil court in respect of any tortious act done in contemplation of a trade dispute by any agent of the trade union if it is proved that such person acted with the knowledge of, or contrary to express instructions given by, the executive of the trade union.

D:-A registered trade union shall not be liable in any suit or other legal proceeding in any civil court in respect of any tortious act done in contemplation of a trade dispute by any agent.

Correct Answer:- Option-A

Question42:-Who among the following can inspect account books of trade union?

A:-Any member of the trade union

B:-Any member of any other trade union

C:-Any office-bearer of any other trade union

D:-Any person outside the industry

Correct Answer:- Option-A

Question43:-The minimum age required to join as a member of trade union is

A:-14 years

B:-15 years

C:-18 years

D:-21 years

Correct Answer:- Option-B

Question44:-The minimum age required to join as an office-bearer of trade union is

A:-14 years

B:-15 years

C:-18 years

D:-21 years

Correct Answer:- Option-C

Question45:-Which among the following statement is correct?

A:-Not less than one-third of the total number of the office-bearers of every registered trade union in an unorganized sector shall be persons actually engaged or employed in an industry with which the trade union is connected.

B:-Not less than one-half of the total number of the office-bearers of every registered trade union in an unorganized sector shall be persons actually engaged or employed in an industry with which the trade union is connected.

C:-Not less than three by fourth of the total number of the office-bearers of every registered trade union in an unorganized sector shall be persons actually engaged or employed in an industry with which the trade union is connected.

D:-Any number of office-bearers of every registered trade union in an unorganized sector shall be persons actually engaged or employed in an industry with which the trade union is connected

Correct Answer:- Option-B

Question46:-The name of registered trade union can be changed, with

A:-The consent of not less than one third of the total number of members.

B:-The consent of not less than two third of the total number of members.

C:-The consent of not less than one half of the total number of members.

D:-The consent of not less than sixty percentage of the total number of members.

Correct Answer:- Option-B

Question47:-Amalgamation of trade unions can be done if

A:-At least one-third of the members of each or every trade union entitled to vote are recorded and at least sixty percentage of the votes recorded are in favour of the proposal.

B:-At least one-half of the members of each or every trade union entitled to vote are recorded and at least fifty percentage of the votes recorded are in favour of the proposal.

C:-At least one-half of the members of each or every trade union entitled to vote are recorded and at least sixty percentage of the votes recorded are in favour of the proposal.

D:-At least one-third of the members of each or every trade union entitled to vote are recorded and at least fifty percentage of the votes recorded are in favour of the proposal.

Correct Answer:- Option-C

Question48:-Notice of the dissolution of trade union shall be signed by seven members and secretary and sent to the registrar within

A:-Seven days

B:-Twelve days

C:-Fourteen days

D:-One month

Correct Answer:- Option-C

Question49:-If the rules of a trade union is silent about the distribution of funds while dissolution the registrar shall

A:-Divide the funds among the members

B:-Ascertain the funds and kept in Government Treasury

C:-Ascertain the funds and handed over to Labour Welfare Board

D:-None of the above

Correct Answer:- Option-A

Question50:-Choose the most correct statement regarding The Maternity Benefit Act, 1961 is

A:-To regulate the employment of woman in certain establishments.

B:-To regulate the employment of woman in certain establishments of certain periods.

C:-To regulate the employment of woman in certain establishments of certain periods before and after child-birth and to provide maternity benefit.

D:-To regulate the employment of woman in certain establishments for certain periods before and after child-birth and to provide maternity benefit and certain other benefits.

Correct Answer:- Option-D

Question51:-The Maternity Benefit Act 1961 is also applicable in factories or other establishments where Employees State Insurance Act 1948 is applicable

A:-True

B:-False

C:-Partially applicable

D:-Conditionally applicable

Correct Answer:- Option-D

Question52:-The eligibility of maternity benefit starts once

A:-She has actually worked in an establishment of the employer from whom she claims maternity benefit, for a period of ninety days in the twelve months immediately preceding the date of her expected delivery.

B:-She has actually worked in an establishment of the employer from whom she claims maternity benefit, for a period of eighty days in the twelve months immediately preceding the date of her expected delivery.

C:-She has actually worked in an establishment of the employer from whom she claims maternity benefit, for a period of one hundred and twenty days in the twelve months immediately preceding the date of her expected delivery.

D:-She has actually worked in an establishment of the employer from whom she claims maternity benefit, for a period of one month in the twelve months immediately preceding the date of her expected delivery.

Correct Answer:- Option-B

Question53:-Choose the correct statement.

A:-Employer is not liable to pay medical bonus if maternity benefit is paid.

B:-Employer is liable to pay medical bonus even if the maternity benefit is paid.

C:-Employer is liable to pay maternity benefit and medical bonus if no pre-natal confinement and post-natal care is provided for by the employer free of charge.

D:-All of the above

Correct Answer:- Option-C

Question54:-Under the Maternity Benefit Act, 1961 the leave for miscarriage is

A:-Seven weeks immediately following the day of her miscarriage

B:-Six weeks immediately following the day of her miscarriage

C:-Nine weeks immediately following the day of her miscarriage

D:-Twelve weeks immediately following the day of her miscarriage

Correct Answer:- Option-B

Question55:-Under the Maternity Benefit Act, 1961 the leave for tubectomy operation is

A:-Two weeks immediately following the day of her tubectomy operation.

B:-Three weeks immediately following the day of her tubectomy operation.

C:-Four weeks immediately following the day of her tubectomy operation.

D:-Six weeks immediately following the day of her tubectomy operation.

Correct Answer:- Option-A

Question56:-Nursing break is allowed to a woman until the child attain the age of

A:-Nine months

B:-Twelve months

C:-Fifteen months

D:-Two years

Correct Answer:- Option-C

Question57:-If any amount of maternity benefit withheld by the employer, then the woman may submit complaint before

A:-The inspector, appointed under the Maternity benefit Act, 1961

B:-The authority, appointed under the Maternity benefit Act, 1961

C:-The inspector-cum facilitator, appointed under the Maternity benefit Act, 1961

D:-The appellate authority, appointed under the Maternity benefit Act, 1961

Correct Answer:- Option-A

Question58:-Any amount payable under section 17 of the Maternity benefit Act, 1961 shall be recoverable by the collector on a certificate issued by the

A:-The authority, appointed under the Maternity benefit Act, 1961

B:-The inspector-cum facilitator, appointed under the Maternity benefit Act, 1961

C:-The inspector, appointed under the Maternity benefit Act, 1961

D:-The appellate authority, appointed under the Maternity benefit Act, 1961

Correct Answer:- Option-C

Question59:-Under working journalist and other newspaper employees (conditions of service and miscellaneous provisions) Act 1955, Newspaper employee means

A:-Only working journalist in any newspaper establishment

B:-Any working journalist, and includes any other person employed to do any work in, or in relation to, any newspaper establishment

C:-Any working journalist, and includes any other person employed to do any work in and news readers in channels, or in relation to, any newspaper establishment or news channels

D:-Any working journalist or free land news publisher, and includes any other person employed to do any work in, or in relation to, any newspaper establishment

Correct Answer:- Option-B

Question60:-Under working journalist and other newspaper employees (conditions of service and miscellaneous provisions) Act 1955, printing press deemed to be a newspaper establishment if,

A:-Principal business thereof is to print any publication

B:-Principal business thereof is to print any publication including newspaper

C:-Principal business thereof is to print newspaper

D:-Principal business thereof is to print magazines with current matters

Correct Answer:- Option-C

Question61:-Under working journalist and other newspaper employees (conditions of service and miscellaneous provisions) Act 1955, working journalist includes

A:-Cartoonist

B:-Person employed mainly in a managerial capacity

C:-Person employed mainly in a supervisory capacity

D:-All of the above

Correct Answer:- Option-A

Question62:-For the retrenchment of an editor in a newspaper establishment a notice in this regard shall be given

A:-Fifteen days before the retrenchment

B:-One month before the retrenchment

C:-Three months before the retrenchment

D:-Six months before the retrenchment

Correct Answer:- Option-D

Question63:-Eligibility of gratuity for working journalist under Working journalist and other newspaper employees (conditions of service and miscellaneous provisions) Act 1955, is

- A:-Minimum three years of continuous service
- B:-Minimum five years of continuous service
- C:-Maximum five years of continuous service
- D:-Maximum three years of continuous service

Correct Answer:- Option-A

Question64:-Which among the following is true?

- A:-Every working journalist shall be entitled to earned leave on full wages for not less than one-seventeenth of the period spent on duty.
- B:-Every working journalist shall be entitled to earned leave on full wages for not less than one-twenty one of the period spent on duty.
- C:-Every working journalist shall be entitled to earned leave on full wages for not less than one-fifteen of the period spent on duty.
- D:-Every working journalist shall be entitled to earned leave on full wages for not less than one-eleventh of the period spent on duty.

Correct Answer:- Option-D

Question65:-For the purpose of fixing or revising of wages in respect of working journalist, a wage board shall be constituted by the

- A:-State Government
- B:-Central Government
- C:-Appropriate Government
- D:-Both State and Central Government

Correct Answer:- Option-B

Question66:-The Industrial Employment (standing orders) Act 1946 shall apply to every newspaper establishment where in minimum

- A:-Twenty or more newspaper employees are employed
- B:-Fifty or more newspaper employees are employed
- C:-Hundred or more newspaper employees are employed
- D:-Hundred and twenty or more newspaper employees are employed

Correct Answer:- Option-A

Question67:-Any amount is due under working journalist and other newspaper employees (conditions of service and Miscellaneous provisions) Act 1955, to a newspaper employee from the employer, an application in his regard may be submitted to State Government by

- A:-Employee
- B:-Any person authorized by the employees
- C:-In the case of death of the employee, any member of his family
- D:-All the above

Correct Answer:- Option-D

Question68:-The earlier name of the Employees Compensation Act, 1923 is

- A:-The Workmen's Compensation Act 1923
- B:-The Worker's Compensation Act 1923
- C:-The Workman Compensation Act 1923
- D:-The Industrial Compensation Act 1923

Correct Answer:- Option-A

Question69:-Among the following which one is deemed to result permanent total disablement?

- A:-Amputation through shoulder joint
- B:-Loss of hand and a foot
- C:-Loss of thumb
- D:-Loss of terminal phalanx of thumb

Correct Answer:- Option-B

Question70:-Among the following conditions, the employer is liable to pay compensation, if

- A:-Injury does not result in the total or partial disablement of the employee for a period exceeding two days.
- B:-Injury not resulting death, caused by an accident which is directly attributable to the employee having been at the time thereof under the influence of drink or drugs.
- C:-Injury resulting permanent total disablement, caused by an accident which is directly attributable to the employee having been at the time thereof under the influence of drink or drugs.
- D:-Injury not resulting permanent total disablement, caused by an accident which is directly attributable to the willful removal by the employee of any safe guard.

Correct Answer:- Option-C

Question71:-Under the Employees Compensation Act, 1923 the amount of compensation mentioned in

- A:-Section 3
- B:-Section 4
- C:-Section 5
- D:-Section 6

Correct Answer:- Option-B

Question72:-If an injury result death of an employee and the employer directly made lump sum payment as compensation to the wife of the employee then the payment is

- A:-Deemed to be compensation
- B:-The payment shall be reimbursed to employer
- C:-The payment shall be recovered from the wife and distributed to other legal heirs
- D:-Not deemed to be compensation

Correct Answer:- Option-D

Question73:-Under the Payment of Bonus Act, 1965 the gross profit of banking company shall be calculated in the manner prescribed in the

- A:-First Schedule
- B:-Second Schedule
- C:-Third Schedule
- D:-Fourth Schedule

Correct Answer:- Option-A

Question74:-Under the Payment of Bonus Act, 1965 the available surplus in respect of any accounting year shall be the gross profit for that year after deducting therefrom the sums referred to in

- A:-Section 3
- B:-Section 4
- C:-Section 5
- D:-Section 6

Correct Answer:- Option-D

Question75:-Eligibility of bonus attracts if

- A:-The employee has worked in the establishment for not less than fifteen days in that year.
- B:-The employee has worked in the establishment for not less than thirty days in that year.
- C:-The employee has worked in the establishment for not less than forty five days in that year.
- D:-The employee has worked in the establishment for not less than ninety in that year.

Correct Answer:- Option-B

Question76:-Under which condition specified below, an employee is eligible for bonus, even if he is dismissed from service for

- A:-Fraud
- B:-Theft
- C:-Riotous
- D:-None of the above

Correct Answer:- Option-D

Question77:-The minimum bonus is

- A:-8.00 per cent. of the salary or wage earned by the employee during the accounting year.
- B:-8.25 per cent. of the salary or wage earned by the employee during the accounting year.
- C:-8.33 per cent. of the salary or wage earned by the employee during the accounting year.
- D:-8.60 per cent. of the salary or wage earned by the employee during the accounting year.

Correct Answer:- Option-C

Question78:-The process of carry forwarding the exceeds of allocable surplus is called

- A:-Set on
- B:-Set off
- C:-Both 1 and 2
- D:-None of the above

Correct Answer:- Option-A

Question79:-All amounts payable to an employee by way of bonus shall be paid in cash by the employer within a period of

- A:-One month from the close of the accounting year
- B:-Three months from the close of the accounting year
- C:-Eight months from the close of the accounting year
- D:-Nine months from the close of the accounting year

Correct Answer:- Option-C

Question80:-The applicability of the Kerala Industrial Employees Payment of Gratuity Act, 1970 attracts

- A:-Any establishment defined under section 1 of the Kerala shop and Commercial Establishment Act 1960.
- B:-Any establishment defined under section 2(8) of the Kerala shop and Commercial Establishment Act 1960.
- C:-Any establishment defined under section 3 of the Kerala shop and Commercial Establishment Act 1960.
- D:-Any establishment defined under section 4 of the Kerala shop and Commercial Establishment Act 1960.

Correct Answer:- Option-B

Question81:-Under the Kerala Industrial Employees Payment of Gratuity Act, 1970 the definition of employee does not include

- A:-Skilled or unskilled
- B:-Supervisory work
- C:-Clerical work
- D:-None of the above

Correct Answer:- Option-D

Question82:-The minimum required continuous service for gratuity on retirement of an employee under the Kerala Industrial Employees Payment of Gratuity Act, 1970

- A:-Two years
- B:-Three years
- C:-Five years
- D:-Ten years

Correct Answer:- Option-C

Question83:-If the termination of the employment of an employee is due to disablement due to accident, then the minimum required continuous service for gratuity under the Kerala Industrial Employees Payment of Gratuity Act, 1970

- A:-Two years
- B:-Three years
- C:-Five years
- D:-None of the above

Correct Answer:- Option-D

Question84:-Which among the following is correct under the Kerala Industrial Employees Payment of Gratuity Act, 1970?

- A:-For every completed year of service or part thereof in excess of three months, the employer shall pay gratuity to an employee at the rate of fifteen days wages based on the rate of wages last drawn by the employee concerned.
- B:-For every completed year of service or part thereof in excess of six months, the employer shall pay gratuity to an employee at the rate of fifteen days wages based on the rate of wages last drawn by the employee concerned.
- C:-For every completed year of service or part thereof in excess of nine months, the employer shall pay gratuity to an employee at the rate of fifteen days wages based on the rate of wages last drawn by the employee concerned.
- D:-For every completed year of service or part thereof in excess of ten months, the employer shall pay gratuity to an employee at the rate of fifteen days wages based on the rate of wages last drawn by the employee concerned.

Correct Answer:- Option-B

Question85:-Which among the following is correct under the Kerala Industrial Employees Payment of Gratuity Act, 1970?

- A:-Each employee who has completed three months of service shall make a nomination.
- B:-Each employee who has completed six months of service shall make a nomination.
- C:-Each employee who has completed one year of service shall make a nomination.
- D:-Each employee who has completed two years of service shall make a nomination.

Correct Answer:- Option-C

Question86:-The applicability of the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 attracts

- A:-To every establishment in which three or more inter-state migrant workmen are employed.
- B:-To every establishment in which less than five inter-state migrant workmen are employed.
- C:-To every establishment in which five or more inter-state migrant workmen are employed.
- D:-To every establishment in which ten or more inter-state migrant workmen are employed.

Correct Answer:- Option-C

Question87:-If a workmen directly goes to another state without any contractor then

- A:-The workman will be included in the definition of inter-state migrant workman under Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979.
- B:-The workman will not include in the definition of inter-state migrant workman under Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979.
- C:-Both are correct.
- D:-Both are wrong.

Correct Answer:- Option-B

Question88:-Every establishment to which the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 applies shall

- A:-Register the establishment under this Act
- B:-Take license under this Act

C:-Both registration and license compulsory

D:-None of the above

Correct Answer:- Option-A

Question89:-The pass book under the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 applies shall

A:-Register the establishment under this Act

B:-Take license under this Act

C:-Both registration and license compulsory

D:-None of the above

Correct Answer:- Option-A

Question90:-Which among the following is correct regarding journey allowance under the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979?

A:-If displacement allowance provided then no need to pay journey allowance

B:-Both displacement allowance and journey allowance are same

C:-Journey allowance equal to fifty percentage of the monthly wages payable

D:-None of the above

Correct Answer:- Option-D

Question91:-Among the following which is not a building or construction work under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996?

A:-Maintenance of tramways

B:-Repair of roads

C:-Demolition of drainage

D:-None of the above

Correct Answer:- Option-D

Question92:-The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 attracts

A:-Every establishment which employs ten or more building workers in any building or other construction work

B:-Every establishment which employs five or more building workers in any building or other construction work

C:-Every establishment which employs twenty or more workers

D:-Every establishment which employs fifty or more workers

Correct Answer:- Option-A

Question93:-The minimum age required for the registration of building workers as beneficiaries is

A:-Eighteen years

B:-Fifteen years

C:-Fourteen years

D:-Twenty one years

Correct Answer:- Option-A

Question94:-Which among the following is not correct regarding the functions of the Building and Other Construction Workers Welfare Boards?

A:-Provide immediate assistance to a beneficiary in case of accident

B:-Make payment of pension to the beneficiaries who have completed the age of fifty five years

C:-Pay such amount in connection with premia for Group insurance scheme of the beneficiaries as it may deem fit

D:-Give such financial assistance for the education of children of the beneficiaries

Correct Answer:- Option-B

Question95:-Under Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996, an employer engaged 45 building workers out of which 30 are male workers. Then the employer is not liable to provide

A:-Separate Latrines and Urinals

B:-Accommodations

C:-Drinking Water

D:-None of the above

Correct Answer:- Option-A

Question96:-The safety committee shall be constituted by the employer, under Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Act 1996, if

A:-Five hundred or more building works are employed

B:-One hundred or more building works are employed

C:-Two hundred or more building works are employed

D:-One thousand or more building works are employed

Correct Answer:- Option-A

Question97:-The rate of cess under Building and Other Construction Workers Welfare Cess Act 1996 will be notified by the

A:-The State Government

B:-The appropriate Government

C:-The Central Government

D:-The Supreme Court

Correct Answer:- Option-C

Question98:-The Kerala Industrial Establishments (National and Festival Holidays) Act, 1977 attracts to

A:-Every establishments where ten or more persons employed

B:-Every establishments where fifteen or more persons employed

C:-Every establishments where twenty or more persons employed

D:-Every establishments where fifty or more persons employed

Correct Answer:- Option-C

Question99:-The number of national holidays available under the Kerala Industrial Establishments (National and Festival Holidays) Act, 1977 is

A:-Four

B:-Six

C:-Nine

D:-Thirteen

Correct Answer:- Option-A

Question100:-The number of festival holidays available under the Kerala Industrial Establishments (National and Festival Holidays) Act, 1977 is

A:-Nine

B:-Four

C:-Six

D:-Thirteen

Correct Answer:- Option-A