

**PROVISIONAL ANSWER KEY**

Paper: 068 - Acts and Rules administered by the Labour Department

Date of Test 04-05-2023

Question1:-The main objective of the Industrial Disputes Act 1947 is as follows:

A:-To maintain a balance between labour and industry welfare by ensuring industrial peace and harmony. It focuses on the mechanism and procedure for the investigation and settlement of industrial disputes by conciliation, arbitration and adjudication which is provided under the statute.

B:-To maintain a balance between labour and industry welfare by ensuring industrial peace and harmony. It focuses on the mechanism and procedure for the inspection and settlement of industrial disputes by conciliation, arbitration and adjudication which is provided under the statute.

C:-To maintain a balance between labour and industry welfare by ensuring industrial peace and harmony. It focuses on the mechanism and procedure for settlement of industrial disputes by conciliation, arbitration and adjudication which is provided under the statute.

D:-To maintain a balance between labour and industry welfare by ensuring industrial peace and harmony.

Correct Answer:- Option-A

Question2:-The Industrial Disputes Act 1947 was enforced on

A:-April 1, 1947

B:-March 11, 1947

C:-June 1, 1947

D:-May 1, 1947

Correct Answer:- Option-A

Question3:-The definition "Arbitrator" includes

A:-Referee

B:-Mediator

C:-Amicus curiae

D:-Umpire

Correct Answer:- Option-D

Question4:-Among the following which one is not included as Award on any industrial dispute?

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

Question5:-Which among the following 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 been 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

Question6:-Who among the following person is not 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:-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

Question8:-Select the matters that will not come under the jurisdiction of Labour Courts

A:-Retrenchment of workmen

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

Question9:-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:-Discharge or dismissal of workmen

D:-Rationalisation

Correct Answer:- Option-C

Question10:-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

Question11:-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

Question12:-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' 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

Question13:-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

Question14:-The relationship between management and workers is known as:

- A:-Trade Union
- B:-Participation
- C:-Industrial relation
- D:-Conciliation

Correct Answer:- Option-C

Question15:-Employees temporary withdrawal of services is known as:

- A:-Lockout
- B:-Strike
- C:-Conflict
- D:-Resolution

Correct Answer:- Option-B

Question16:-If employees weapon is strike then what is employers weapon

- A:-Lay off
- B:-Compensation
- C:-Lock out
- D:-Police force

Correct Answer:- Option-C

Question17:-The person who mediates and promote the settlement of industrial dispute is called as

- A:-Arbitrator
- B:-Conciliation officer
- C:-Referee
- D:-Awardee

Correct Answer:- Option-B

Question18:-Under which of the following legislations there is a provision called 'protected workmen'?

- A:-Sec 33 of Trade Unions Act, 1926
- B:-Sec 33 of Industrial Employment (Standing Orders) Act, 1946
- C:-Sec 33 of Factories Act, 1948
- D:-Sec 33 of Industrial Disputes Act, 1947

Correct Answer:- Option-D

Question19:-Which section of the Industrial Disputes Act, 1947 deals with the finality of orders constituting Boards, etc?

- A:-Section 12 of the Industrial Disputes Act, 1947
- B:-Section 9 of the Industrial Disputes Act, 1947
- C:-Section 14 of the Industrial Disputes Act, 1947
- D:-Section 20 of the Industrial Disputes Act, 1947

Correct Answer:- Option-B

Question20:-Which section of the Industrial Disputes Act, 1947 deals with "Labour Courts"?

- A:-Section 7 of the Industrial Disputes Act, 1947
- B:-Section 4 of the Industrial Disputes Act, 1947
- C:-Section 3 of the Industrial Disputes Act, 1947
- D:-Section 8 of the Industrial Disputes Act, 1947

Correct Answer:- Option-A

Question21:-Section 28 of the Industrial Disputes Act, 1947 deals with \_\_\_\_\_?

- A:-Power to make rules
- B:-Penalty for giving financial aid to illegal strikes and lock-outs
- C:-Delegation of powers
- D:-Courts of Inquiry

Correct Answer:- Option-B

Question22:-Which section of the Industrial Disputes Act, 1947 deals with Certain matters to be kept confidential?

- A:-Section 27 of the Industrial Disputes Act, 1947
- B:-Section 21 of the Industrial Disputes Act, 1947
- C:-Section 23 of the Industrial Disputes Act, 1947
- D:-Section 25 of the Industrial Disputes Act, 1947

Correct Answer:- Option-B

Question23:-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

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 Labour Courts listed in

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

Correct Answer:- Option-B

Question26:-Penalty for closure of undertaking without complying with the provisions of Sec. 25 (O) (I) Industrial Disputes Act, 1947 is

- A:-Fine up to Rupees 5000/-
- B:-Imprisonment up to 6 months
- C:-Any of the above or both
- D:-None of the above

Correct Answer:- Option-C

Question27:-Prohibition of unfair labour practice mentioned in

- A:-Section 25 S of Industrial Disputes Act, 1947
- B:-Section 25 T of Industrial Disputes Act, 1947
- C:-Section 25 U of Industrial Disputes Act, 1947
- D:-Section 25 V of Industrial Disputes Act, 1947

Correct Answer:- Option-B

Question28:-Orders and judgments of Industrial tribunals shall be preserved for

- A:-5 years
- B:-7 years
- C:-9 years
- D:-10 years

Correct Answer:- Option-D

Question29:-Which section of the Industrial Employment (Standing Orders) Act, 1946, exempts certain industrial establishments from the purview of the Act?

- A:-Section 13 A
- B:-Section 13 B
- C:-Section 13 C
- D:-Section 13 D

Correct Answer:- Option-B

Question30:-What is the duration within which the order of the Certifying Officer can be challenged by any employer, workman, trade union or any other prescribed representatives of the workmen

- A:-14 days
- B:-21 days
- C:-28 days
- D:-30 days

Correct Answer:- Option-D

Question31:-How many days from the date on which the authenticated copies are sent to employer and workers representatives, does the standing orders shall come into operation?

- A:-7 days
- B:-14 days
- C:-21 days
- D:-30 days

Correct Answer:- Option-A

Question32:-The minimum rate of subsistence allowance in case of suspension pending enquiry has been given under which of the following legislations?

- A:-The Employees Compensation Act 1923
- B:-Trade Union Act 1926
- C:-Industrial Employment (Standing Orders) Act 1946
- D:-None of the above, Act

Correct Answer:- Option-C

Question33:-Which of the following statements is not true regarding Industrial Employment (Standing Orders) Act, 1946?

A:-Within 6 months from the date of application of the Act, the employer shall submit to the Certifying Officer 5 copies of the draft standing orders.

- B:-There is a schedule which sets out the matters to be incorporated in the standing orders.
- C:-There is no provision to refer the draft standing orders to the Unions/Workmen by the Certifying Officer.
- D:-Certifying Officers and appellate authorities shall have powers of Civil Courts.

Correct Answer:- Option-C

Question34:-Standing orders finally certified shall not be liable to modification, except on agreement between the employer and the workmen until the expiry of \_\_\_\_\_ months from the date on which the standing orders or the last modifications thereof came into operation.

- A:-6 months
- B:-3 months
- C:-12 months
- D:-9 months

Correct Answer:- Option-A

Question35:-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

Question36:-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

Question37:-The Trade Unions Act came into operation from \_\_\_\_\_.

- A:-1st June, 1927
- B:-1st May, 1926
- C:-1st June, 1926
- D:-None of the above

Correct Answer:- Option-A

Question38:-Which section of the act deals with the registration of the trade unions?

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

Correct Answer:- Option-A

Question39:-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

Question40:-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

Question41:-The minimum number of workmen required for the registration of trade union

- 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

Question42:-If a trade union exist for the last three months only, 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

Question43:-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

Question44:-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

Question45:-Creation of political fund by a trade union under Trade Union Act is

- A:-Optional
- B:-Compulsory
- C:-No such provision
- D:-None of the above

Correct Answer:- Option-A

Question46:-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 members 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

Question47:-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

Question48:-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

Question49:-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

Question50:-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

Question51:-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

Question52:-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

Question53:-How many member's consent is required to change the name of the registered trade union?

- A:-1/4th of the total members

- B:-3/4th of the total members
- C:-Half of the total members
- D:-2/3rd of the total members

Correct Answer:- Option-D

Question54:-How many percentage of votes should be recorded when amalgamating 2 or more registered trade unions?

- A:-60%
- B:-50%
- C:-20%
- D:-75%

Correct Answer:- Option-A

Question55:-How many members should sign the notice of dissolution?

- A:-5 members and the secretary of the trade union
- B:-10 members and the secretary of the trade union
- C:-20 members and the secretary of the trade union
- D:-7 members and the secretary of the trade union

Correct Answer:- Option-D

Question56:-The Maternity Benefit Act, 1961 is to

- A:-To regularize the employment of woman in certain establishments.
- B:-To regularize the employment of woman in certain establishments for certain periods.
- C:-To regulate the employment of woman in certain establishments for 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

Question57:-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

Question58:-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

Question59:-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

Question60:-Which section of the Maternity Benefit Act, 1961, provides that no employer shall knowingly employ a woman in any establishment during the six weeks immediately following the day of her delivery, miscarriage or medical termination of pregnancy?

- A:-Section 4
- B:-Section 5
- C:-Section 6
- D:-Section 7

Correct Answer:- Option-A

Question61:-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

Question62:-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

Question63:-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

Question64:-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

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:-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 employee
- C:-In the case of death of the employee, any member of his family
- D:-All the above

Correct Answer:- Option-D

Question67:-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

Question68:-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

Question69:-The amount of compensation mentioned in which section of the Employees Compensation Act, 1923?

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

Correct Answer:- Option-B

Question70:-When did The Payment of Bonus Act 1965, come into force?

- A:-01 April 1965
- B:-01 March 1965
- C:-01 May 1965
- D:-25 September, 1965

Correct Answer:- Option-D

Question71:-Which section of the Payment of Bonus Act 1965 deals with Set on and Set off of allocable surplus?

- A:-Section 15 of the Payment of Bonus Act 1965
- B:-Section 14 of the Payment of Bonus Act 1965
- C:-Section 13 of the Payment of Bonus Act 1965
- D:-Section 18 of the Payment of Bonus Act 1965

Correct Answer:- Option-A

Question72:-Section 25 of the Payment of Bonus Act 1965 deals with \_\_\_\_\_.

- A:-Recovery of bonus due from an employer
- B:-Audit of accounts of employers, not being corporations or companies
- C:-Eligibility for bonus
- D:-Set on and Set off of allocable surplus

Correct Answer:- Option-B

Question73:-Payment of minimum bonus, is provided in section \_\_\_\_\_ of the Payment of Bonus Act 1965.

- A:-Section 24 of the Payment of Bonus Act 1965
- B:-Section 10 of the Payment of Bonus Act 1965
- C:-Section 21 of the Payment of Bonus Act 1965
- D:-Section 23 of the Payment of Bonus Act 1965

Correct Answer:- Option-B

Question74:-Section 16 of the Payment of Bonus Act 1965 provides \_\_\_\_\_.

- A:-Special provisions with respect to certain establishments
- B:-Offences by companies
- C:-Eligibility for bonus
- D:-Computation of gross profits

Correct Answer:- Option-A

Question75:-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

Question76:-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

Question77:-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 days in that year

Correct Answer:- Option-B

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

- A:-Set on
- B:-Set off
- C:-Both (A) and (B)

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 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

Question81:-The pass book under the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979 shall be issued to inter-state workman by the

A:-Employer

B:-Contractor

C:-Principal employer

D:-Government

Correct Answer:- Option-B

Question82:-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

Question83:-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

Question84:-The minimum age required for the registration of building workers as beneficiaries is

A:-Fourteen years

B:-Fifteen years

C:-Eighteen years

D:-Twenty one years

Correct Answer:- Option-C

Question85:-The safety committee shall be constituted by the employer, under Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996, if

A:-One hundred or more building works are employed

B:-Two hundred or more building works are employed

C:-Five hundred or more building works are employed

D:-One Thousand or more building works are employed

Correct Answer:- Option-C

Question86:-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

Question87:-The Kerala Industrial Establishments (National and Festival Holidays) Act 1958 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

Question88:-The number of holidays including national holidays and festival holidays available under the Kerala Industrial Establishments (National and Festival Holidays) Act 1958 is

A:-Four

B:-Six

C:-Nine

D:-Thirteen

Correct Answer:- Option-D

Question89:-What is the classification of loss of little finger due to accident?

A:-Partial loss

B:-Temporary loss

C:-Temporary partial loss

D:-Permanent partial loss

Correct Answer:- Option-D

Question90:-Which section of the Payment of Gratuity Act, 1972, enlists the minimum number of employees to make the organization eligible for the scheme?

A:-Section 4

B:-Section 3

C:-Section 2

D:-Section 1

Correct Answer:- Option-D

Question91:-The maximum amount of gratuity has now been enhanced to Rs. 10 lakhs from

A:-2.5 lakhs

B:-3.5 lakhs

C:-5 lakhs

D:-7.5 lakhs

Correct Answer:- Option-B

Question92:-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 \_\_\_\_\_ days' wages based on the rate of wages last drawn by the employee concerned.

- A:-25 days
- B:-15 days
- C:-30 days
- D:-7 days

Correct Answer:- Option-B

Question93:-In the case of an employee who is employed in a seasonal establishment and who is not so employed throughout the year, the employer shall pay the gratuity at the rate of \_\_\_\_\_ days' wages for each season.

- A:-14 days
- B:-15 days
- C:-10 days
- D:-7 days

Correct Answer:- Option-D

Question94:-The formula for calculating gratuity is

- A:-Gratuity = (Monthly Salary/25) × 15 × No. of years of service
- B:-Gratuity = (Monthly Salary/30) × 15 × No. of years of service
- C:-Gratuity = (Monthly Salary/15) × 15 × No. of years of service
- D:-Gratuity = (Monthly Salary/26) × 15 × No. of years of service

Correct Answer:- Option-D

Question95:-Which section deals with the determination of the amount of gratuity?

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

Correct Answer:- Option-D

Question96:-What is the duration, within which the occurrence of the accident will be compensated by a claim under the Employees' Compensation Act, 1923?

- A:-Five years from the date of death
- B:-Four years from the date of death
- C:-Three years from the date of death
- D:-Two years from the date of death

Correct Answer:- Option-D

Question97:-What is the maximum number of persons employed as per The Labour Laws (Exemption From Furnishing Returns and Maintaining Register by certain establishments) Act, 1988, for a small establishment?

- A:-22
- B:-21
- C:-20
- D:-19

Correct Answer:- Option-D

Question98:-What is the maximum imprisonment for not complying to The Labour Laws (Exemption From Furnishing Returns and Maintaining Register by certain establishments) Act, 1988?

- A:-Two years
- B:-One year
- C:-6 months
- D:-None of the above

Correct Answer:- Option-C

Question99:-What does section 9 of Payment of Bonus Act stipulates?

- A:-Disqualification for bonus
- B:-Qualification for bonus
- C:-All the above
- D:-None of the above

Correct Answer:- Option-A

Question100:-Which article of the Indian Constitution gives freedom to form a trade Union?

- A:-Article 23
- B:-Article 21 (1)
- C:-Article 24
- D:-Article 19 (1) (c)

Correct Answer:- Option-D