

PROVISIONAL ANSWER KEY

Paper: Acts and Rules administered by the Labour Department - Part I
Medium of Question: English
Date of Examination: 14-03-2019

Question1:-Who is the Registering Authority of Plantations under the Plantations Labour Act, 1951?

- A:-District Collector
- B:-Revenue Secretary
- C:-Inspector
- D:-Chief Inspector of Plantations

Correct Answer:- Option-D

Question2:-Which among the following is considered as a 'wage' under the Minimum Wages Act, 1948?

- A:-House rent allowance
- B:-House accommodation
- C:-Contribution to Provident Fund
- D:-Travelling Allowance

Correct Answer:- Option-A

Question3:-Payment of Wages Act, 1936 stipulates that no wage period of an employee shall exceed _____.

- A:-Six months
- B:-Three months
- C:-Two months
- D:-One month

Correct Answer:- Option-D

Question4:-The certificate of age under the Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 shall be in _____.

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

Correct Answer:- Option-C

Question5:-Kerala Shops and Commercial Establishments Act, 1960 allows the employer to maintain the registers and records electronically by virtue of _____.

- A:-Section 29
- B:-Section 21
- C:-Section 20
- D:-Section 30

Correct Answer:- Option-D

Question6:-Person responsible for the display of Registration Certificate under Kerala Shops and Commercial Establishments Act, 1960 in the premises of the establishment

- A:-Manager
- B:-Supervisor
- C:-Employer
- D:-Owner

Correct Answer:- Option-C

Question7:-Every cause of action for prosecution under Plantations Labour Act, 1951 normally becomes time barred on completion of _____ months.

- A:-Six
- B:-Eight
- C:-Three
- D:-Twelve

Correct Answer:- Option-C

Question8:-If the total number of women workers, are 50 or more, the employer of the plantation has a liability to provide _____.

- A:-Creches
- B:-Canteen
- C:-Reading Room
- D:-Library

Correct Answer:- Option-A

Question9:-In addition to the notification method of wage fixing the minimum rates of wages can also be fixed by adopting a _____ method.

- A:-Random
- B:-Cross check
- C:-Committee
- D:-Ordinance

Correct Answer:- Option-C

Question10:-An application for Registration of plantation shall be made in _____.

- A:-Form 14
- B:-Form 17
- C:-Form 11
- D:-Form 10

Correct Answer:- Option-B

Question11:-Section 26 of the Kerala Shops and Commercial Establishment Act, 1960 provides for protection against _____.

- A:-Wrongful confinement
- B:-False evidence
- C:-Self deprivation
- D:-Self incrimination

Correct Answer:- Option-D

Question12:-Kerala Shops and Commercial Establishment Act, 1960 defines an apprentice a person whose age shall be not less than _____ years.

- A:-10
- B:-12
- C:-14
- D:-18

Correct Answer:- Option-B

Question13:-Canteen is to be provided under the Beedi and Cigar Workers (Condition of Employment) Act, 1966 wherein not less than _____ employees are ordinarily employed.

- A:-Fifty
- B:-Two hundred and fifty
- C:-One hundred
- D:-Two hundred

Correct Answer:- Option-B

Question14:-Period between commencement and the termination of the work of an employee is called _____.

- A:-Shift
- B:-Duty time
- C:-Business time
- D:-Spread over

Correct Answer:- Option-D

Question15:-Who is the convener of the Medical Advisory Board under the Plantations Labour Act, 1951?

- A:-Chief Inspector of Plantations
- B:-Labour Commissioner
- C:-Health Secretary
- D:-Labour Secretary

Correct Answer:- Option-A

Question16:-The wages shall be paid before the expiry of the _____ day in an Industrial establishment in which less than one thousand persons are employed.

- A:-Seventh
- B:-Third
- C:-First
- D:-Fifth

Correct Answer:- Option-A

Question17:-The local limits of the inspectors under the Motor Transport Workers Act, 1961 are declared by _____.

- A:-Chief Inspector
- B:-Government

- C:-Appropriate Government
- D:-Labour Commissioner

Correct Answer:- Option-A

Question18:-In regard to the Kerala Shops and Commercial Establishments Act, 1960, the statement that every shop shall be entirely closed on one day of the week is _____.

- A:-Correct
- B:-Not correct
- C:-Partly correct
- D:-Partly incorrect

Correct Answer:- Option-B

Question19:-The employer shall provide canteens for a Motor transport undertaking where _____ or more motor transport workers are employees.

- A:-Hundred
- B:-Fifty
- C:-Seventy five
- D:-Two hundred

Correct Answer:- Option-A

Question20:-Total number of members in the Medical Advisory Board in the Plantations Labour Act, 1951 is _____.

- A:-Twelve
- B:-Sixteen
- C:-Ten
- D:-Eighteen

Correct Answer:- Option-C

Question21:-Annually holiday wages under Kerala Shops ad Commercial Establishment Act, 1960 will be _____ days.

- A:-12
- B:-6
- C:-20
- D:-24

Correct Answer:- Option-A

Question22:-The non-official member of the Plantation Medical Board shall hold office for a period of _____ years.

- A:-Two
- B:-Three
- C:-One
- D:-Four

Correct Answer:- Option-B

Question23:-The following category of Motor Transport Worker is not entitled to get washing allowance for uniforms under the Motor Transport Workers Act, 1961.

- A:-Driver
- B:-Station Staff
- C:-Conductor
- D:-Line Checking Staff

Correct Answer:- Option-B

Question24:-A notice of changes for amending the registration certificate of a shop shall be submitted within _____ after the change has taken place.

- A:-7 days
- B:-5 days
- C:-14 days
- D:-10 days

Correct Answer:- Option-A

Question25:-In every Plantation, where the number of workers ordinarily employed is _____ and above welfare officers are to be appointed.

- A:-200
- B:-400
- C:-250
- D:-300

Correct Answer:- Option-D

Question26:-Special casual leave with wages will be available for male employees in shops who undergoes sterilisation operation for a period not exceeding _____ days.

- A:-Seven
- B:-Ten
- C:-Six
- D:-Fourteen

Correct Answer:- Option-C

Question27:-Any agreement whereby an employee relinquishes his right to a minimum rate of wages is _____.

- A:-null and void
- B:-invalid
- C:-enforceable
- D:-lawful

Correct Answer:- Option-A

Question28:-Prohibition of employment of women in shop during night commences from _____.

- A:-7.00 pm
- B:-9.00 pm
- C:-6.00 pm
- D:-5.00 pm

Correct Answer:- Option-B

Question29:-As per the Beedi and Cigar Workers (Condition of Employment) Act, 1966, the period of work for employees shall not spread over more than _____ hours.

- A:-10 1/2 hours
- B:-9 1/2 hours
- C:-9 hours
- D:-10 hours

Correct Answer:- Option-A

Question30:-The maximum spread over time for an adult motor transport worker is _____ in any day.

- A:-10 hours
- B:-12 hours
- C:-8 hours
- D:-10 1/2 hours

Correct Answer:- Option-B

Question31:-As per the Plantations Labour Act, 1951 every group hospital shall have a minimum of _____ beds.

- A:-Two hundred and fifty
- B:-Two hundred
- C:-Hundred and fifty
- D:-Hundred

Correct Answer:- Option-D

Question32:-Kerala Shops and Commercial Establishments Act, 1960 provides for leave with wages to employees after a service of _____ months.

- A:-Six
- B:-Nine
- C:-Eighteen
- D:-Twelve

Correct Answer:- Option-D

Question33:-When the employer of Plantation makes a default in providing protectives to the workers, then who is primarily responsible for that?

- A:-Government
- B:-Chief Inspector of Plantations
- C:-District Collector
- D:-Appropriate Government

Correct Answer:- Option-B

Question34:-The State Government can add any employment to the schedule of The Minimum Wages Act, 1948 after giving notice of its intention to do so by notification in the Official Gazette not less than _____ months.

- A:-one
- B:-two

- C:-three
- D:-half

Correct Answer:- Option-C

Question35:-An adult motor transport worker shall be allowed annual leave with wages at the rate of one day for every _____ days of work performed by him during the previous calendar year.

- A:-Eleven
- B:-Fifteen
- C:-Twenty two
- D:-Twenty

Correct Answer:- Option-D

Question36:-Under the Plantations Labour Act, 1951 Tea, Coffee and Snacks served In canteens of plantations shall be sold on _____ basis.

- A:-Credit
- B:-Subsidised
- C:-No profit
- D:-Market rate

Correct Answer:- Option-C

Question37:-The Chairman of the Central Minimum Wages Advisory Board shall be _____.

- A:-A government official
- B:-An independent person
- C:-A representative of workers
- D:-A political nominee

Correct Answer:- Option-B

Question38:-The total number of days of annual leave that an adult motor transport worker may carry forward to a succeeding year shall not exceed _____ days.

- A:-Thirty
- B:-Ten
- C:-Twenty
- D:-Fifteen

Correct Answer:- Option-A

Question39:-On termination of employment, an employee is entitled to receive his wages payable before the expiry of _____ working day.

- A:-Third
- B:-Fifth
- C:-Second
- D:-Seventh

Correct Answer:- Option-C

Question40:-A muster roll under Rule 29(5) of The Minimum Wages Act, 1948 shall be preserved for a period of _____ years after the date of last entry made therein.

- A:-Two
- B:-Three
- C:-Four
- D:-Six

Correct Answer:- Option-B

Question41:-Limitation of prosecution under the Motor Transport Workers Act, 1961 is _____ months from the date on which the alleged commission of offence came to the knowledge of the Inspector.

- A:-Four
- B:-Six
- C:-Three
- D:-Twelve

Correct Answer:- Option-C

Question42:-Production of documents under Kerala Shops and Commercial Establishment Act, 1960 is insisted under Section _____.

- A:-29
- B:-30
- C:-28
- D:-26

Correct Answer:- Option-C

Question43:-The Plantations Labour Act, 1951 stipulates that the employer shall provide canteen facility wherein the total number of Plantation workers is _____.

- A:-Two hundred
- B:-One hundred and fifty
- C:-Hundred
- D:-Three hundred

Correct Answer:- Option-B

Question44:-Any labour who is given raw materials by an employer or a contractor for being made into beedi or cigar or both at home is a _____.

- A:-Guest worker
- B:-Home worker
- C:-Resident worker
- D:-Badli worker

Correct Answer:- Option-B

Question45:-Originally the Minimum Wages Bill passed by the Indian Dominion Legislature received the assent of the Governor General of India on _____.

- A:-1st March 1948
- B:-31st December 1948
- C:-1st April 1949
- D:-15th March 1948

Correct Answer:- Option-D

Question46:-Total number of Independent persons in the Central Minimum Wages Advisory Board shall not exceed _____ of its total number of members.

- A:-two third
- B:-one fourth
- C:-half
- D:-one third

Correct Answer:- Option-D

Question47:-The certificate of Registration under the Motor Transport Workers Act, 1961 shall remain in force upto _____.

- A:-30th November
- B:-31st March
- C:-31st December
- D:-31st October

Correct Answer:- Option-C

Question48:-The minimum rates of wages fixed may be reviewed by the State Government at such Intervals not exceeding _____ years.

- A:-Five
- B:-Three
- C:-Four
- D:-Six

Correct Answer:- Option-A

Question49:-The maximum wages that can be deducted for absence of duty shall not exceed wages for _____ days.

- A:-Five
- B:-Seven
- C:-Eight
- D:-Fourteen

Correct Answer:- Option-C

Question50:-The Register of Fine to be maintained under the Payment of Wages Act, 1936 shall be in _____.

- A:-Form II
- B:-Form A
- C:-Form B
- D:-Form I

Correct Answer:- Option-D

Question51:-The working hours for a normal working day can be fixed by the _____ with regard to any scheduled employment for which minimum rates of wages have been fixed.

- A:-Appropriate government
- B:-Advisory Board
- C:-Employer
- D:-Labour Commissioner

Correct Answer:- Option-A

Question52:-Kerala Shops and Commercial Establishment Act, 1960 provides for issuing appointment letter to the employees of _____ establishments.

- A:-Big
- B:-Medium
- C:-Micro
- D:-Small

Correct Answer:- Option-A

Question53:-Government may not fix minimum rates of wages in respect of any scheduled employment in which there are less than _____ employees in the whole state engaged in such employment.

- A:-Five hundred
- B:-Seven hundred and fifty
- C:-Two thousand
- D:-Thousand

Correct Answer:- Option-D

Question54:-The spread over time in a beedi establishment may be increased by _____.

- A:-Government
- B:-Chief Inspector
- C:-Labour Commissioner
- D:-Inspector

Correct Answer:- Option-B

Question55:-The late fee for renewal of registration certificate under the Motor Transport Workers Act, 1961 is _____ percent in excess of the fee ordinarily payable.

- A:-Ten
- B:-Twelve
- C:-Six
- D:-Twenty five

Correct Answer:- Option-D

Question56:-A shop or establishment becomes a big establishment when the total number of employees employed is _____.

- A:-Twenty and above
- B:-Twenty five or more
- C:-Fifty or more
- D:-Hundred or more

Correct Answer:- Option-A

Question57:-Where the Plantation worker is willing to work on any day or rest, he shall not work for more than _____ days consecutively without a holiday for a whole day.

- A:-10
- B:-5
- C:-7
- D:-6

Correct Answer:- Option-A

Question58:-Who is the Chairman of the Medical Advisory Board under Plantations Labour Act, 1951?

- A:-Chief Inspector of Plantations
- B:-Secretary to State Government
- C:-Labour Minister
- D:-Health Secretary

Correct Answer:- Option-B

Question59:-Creches are to be provided in every beedi establishments wherein the total number of female employees are more than _____.

- A:-Twenty
- B:-Fifty
- C:-Thirty
- D:-Sixty

Correct Answer:- Option-C

Question60:-The spread over period of an adult worker in a Plantation shall not exceed _____ hours.

- A:-Ten
- B:-Nine
- C:-Thirteen
- D:-Twelve

Correct Answer:- Option-D

Question61:-The Government can _____ the provisions of the Kerala Shops and Commercial Establishment Act, 1960 during festivals and fairs.

- A:-terminate
- B:-withdraw
- C:-suspend
- D:-dismiss

Correct Answer:- Option-C

Question62:-The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended by 2016 reduced the number of hazardous occupations and processes to _____.

- A:-Twelve
- B:-Three
- C:-Eighteen
- D:-Nine

Correct Answer:- Option-B

Question63:-An appeal under Section 18 of the Kerala Shops and Commercial Establishments Act, 1960 shall be filed with _____ from the date of delivery of termination order.

- A:-Thirty
- B:-Sixty
- C:-Eighty
- D:-Ninety

Correct Answer:- Option-B

Question64:-Kerala Motor Transport Workers Payment of Fair Wages Act, 1971 came into force on _____.

- A:-1st January 1971
- B:-1st April 1971
- C:-1st April 1969
- D:-1st April 1972

Correct Answer:- Option-C

Question65:-The amount payable to an employee under Section 13A of the Kerala Shops and Commercial Establishment Act, 1960 shall be paid to him on production of a certificate in _____.

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

Correct Answer:- Option-B

Question66:-The term of imprisonment for non payment of fair wages under Kerala Motor Transport Workers (Payment of Fair wages) Act, 1971 is _____.

- A:-Three months
- B:-One year
- C:-Two months
- D:-Six months

Correct Answer:- Option-D

Question67:-When the Government intends to fix or revise minimum wage by notification method it shall consult the _____ also.

- A:-Labour Commissioner
- B:-Minimum Wages Advisory Board
- C:-Minimum Wages Secretary
- D:-Labour Secretary

Correct Answer:- Option-B

Question68:-Prohibition of child labour in plantations is incorporated in the Plantations Labour Act, 1951 in the year _____.

- A:-2012
- B:-2013
- C:-2010
- D:-2011

Correct Answer:- Option-C

Question69:-The appellate authority as per Sec 18 of the Kerala Shops and Commercial Establishment Act, 1960 is _____.

- A:-Joint Labour Commissioner
- B:-Labour Commissioner
- C:-Deputy Labour Commissioner
- D:-District Labour Officer

Correct Answer:- Option-C

Question70:-Every worker who has _____ continuous service in a post without any promotion shall be granted higher grade in the scale at Kerala Motor Transport Workers (Payment of Fair Wages) Act, 1971.

- A:-Four years
- B:-Six years
- C:-Eight years
- D:-Ten years

Correct Answer:- Option-D

Question71:-Maximum weight an adult employee in a shop can lift, carry or move any load is _____ Kilograms.

- A:-60
- B:-70
- C:-55
- D:-75

Correct Answer:- Option-C

Question72:-The register of wages shall be kept in the house of _____ where an industrial establishment has no building.

- A:-Pay Master
- B:-Employer
- C:-Supervisor
- D:-Manager

Correct Answer:- Option-A

Question73:-The provision for seating facility for shop employees was incorporated in the Kerala Shops and Commercial Establishment Act, 1960 in the year _____ One.

- A:-2014
- B:-2016
- C:-2018
- D:-2017

Correct Answer:- Option-C

Question74:-The Government shall credit an amount of _____ to the Child and Adolescent Labour Rehabilitation Fund for each child.

- A:-Rs. 15,000/-
- B:-Rs. 10,000/-
- C:-Rs. 25,000/-
- D:-Rs. 20,000/-

Correct Answer:- Option-A

Question75:-The Beedi and Cigar Workers (Conditions of Employment) Act, 1966 provides for annual leave with wages for adult workers at the rate of one day for every _____ days of work.

- A:-Twenty four
- B:-Eleven
- C:-Thirty
- D:-Twenty

Correct Answer:- Option-D

Question76:-A worker is eligible for extra wages for overtime when he works for more than _____ hours on any day.

- A:-Ten
- B:-Twelve
- C:-Eight
- D:-Nine

Correct Answer:- Option-D

Question77:-A notice specifying the day or days of the week on which the employees shall be given a holiday shall be exhibited in _____ by the employer of a shop or establishment.

- A:-Form E
- B:-Form B1
- C:-Form E1
- D:-Form BC

Correct Answer:- Option-A

Question78:-Educational facilities are to be provided by the employer of Plantations to workers children between the age group _____.

- A:-Six to Ten
- B:-Six to Twelve
- C:-Five to Ten
- D:-Four to Ten

Correct Answer:- Option-B

Question79:-Motor Transport Workers Act, 1961 applies to motor transport undertaking employing _____ or more motor transport workers.

- A:-Ten
- B:-Fifteen
- C:-Five
- D:-Twenty

Correct Answer:- Option-C

Question80:-A claim application under the Minimum Wages Act, 1948 shall be presented within a period on _____ months.

- A:-Three
- B:-Nine
- C:-Twelve
- D:-Six

Correct Answer:- Option-D

Question81:-As per the Payment of Wages Act,1936, the total amount of deductions for payment to co-operative society shall not exceed _____ percent.

- A:-Fifty
- B:-Sixty
- C:-Seventy five
- D:-Forty

Correct Answer:- Option-A

Question82:-Every school provided by the employer under the Plantation Act, 1951 shall be situated within a distance of _____ from the worker's quarters.

- A:-Two miles
- B:-Two kilometres
- C:-Five kilometres
- D:-Four miles

Correct Answer:- Option-A

Question83:-Under the Kerala Minimum Wages Rules 1958 an alternative form in lieu of the forms prescribed may be used with the previous approval of _____.

- A:-Government
- B:-Labour Commissioner
- C:-Labour Secretary
- D:-Labour Minister

Correct Answer:- Option-B

Question84:-Annual leave with wages for a Plantation worker shall be at the rate of one day for every _____ days.

- A:-Twenty two
- B:-Twenty
- C:-Twenty four
- D:-Thirty

Correct Answer:- Option-B

Question85:-Under the Motor Transport Workers Fair Wages Act, 1971 there are _____ categories of workers in schedule B.

- A:-Four
- B:-Six
- C:-Eight
- D:-Two

Correct Answer:- Option-B

Question86:-Which among the following is not an employment included in the schedule to The Minimum Wages Act, 1948?

- A:-Ration Shops

- B:-Mid Day Meals Scheme
- C:-Cable TV Sector
- D:-Paper Products Industry

Correct Answer:- Option-A

Question87:-Total number of plantation inspectors in the State of Kerala is _____.

- A:-Ten
- B:-Nine
- C:-Eleven
- D:-Twelve

Correct Answer:- Option-C

Question88:-The Chief Executive Officer of Minimum Wages Advisory Board shall be the _____.

- A:-Chairman
- B:-Labour Commissioner
- C:-Law Secretary
- D:-Secretary

Correct Answer:- Option-D

Question89:-A Plantation worker can accumulate earned leave at a maximum of _____ days.

- A:-Thirty
- B:-Twenty Four
- C:-Eighteen
- D:-Thirty Six

Correct Answer:- Option-A

Question90:-A permission to maintain forms other than those prescribed under the Kerala Shops and Commercial Establishment Act, 1960 is granted by _____.

- A:-Labour Minister
- B:-Labour Secretary
- C:-Labour Commissioner
- D:-Inspector

Correct Answer:- Option-C

Question91:-As per the Kerala Shops and Commercial Establishment Act, 1960, the fine for a second or any subsequent offence may extend to _____ rupees.

- A:-Five thousand
- B:-Ten thousand
- C:-One lakh
- D:-Two lakhs

Correct Answer:- Option-D

Question92:-The Minimum Wages Act, 1948 stipulates that a notice _____ containing the minimum rates of wages shall be displayed at the main entrance of the establishment.

- A:-Form II
- B:-Form III
- C:-Form IV
- D:-Form V

Correct Answer:- Option-C

Question93:-The total number of members in Housing Advisory Board under the Plantations Labour Act, 1951?

- A:-Twelve
- B:-Sixteen
- C:-Twenty four
- D:-Fourteen

Correct Answer:- Option-D

Question94:-Under the Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 an adolescent is defined as a person between the age of _____.

- A:-10-18
- B:-14-18
- C:-13-18
- D:-11-18

Correct Answer:- Option-B

Question95:-In every plantation a Register of Accidents shall be maintained in _____.

- A:-Form 10
- B:-Form 14
- C:-Form 36
- D:-Form 22

Correct Answer:- Option-D

Question96:-Muster roll to be maintained under the Kerala Minimum Wages Rules, 1958 shall be in _____.

- A:-Form IV
- B:-Form V
- C:-Form VI
- D:-Form VII

Correct Answer:- Option-C

Question97:-A License under Sec. 4 of the Beedi and Cigar Workers (Condition of Employment) Act, 1966 will be valid till _____ of every year.

- A:-31st March
- B:-31st December
- C:-1st January
- D:-30th November

Correct Answer:- Option-A

Question98:-The definition of 'wages' under Payment of wages Act, 1936 also includes _____.

- A:-Remuneration payable under an award
- B:-Bonus
- C:-Contribution to Provident Fund
- D:-Travelling Allowance

Correct Answer:- Option-A

Question99:-An adult Plantation worker will get sickness allowance to a total period of _____ days in a year.

- A:-Six
- B:-Fourteen
- C:-Ten
- D:-Eighteen

Correct Answer:- Option-B

Question100:-A register of wages in _____ shall be maintained under the Kerala Minimum Wages Rules, 1958 by every employer.

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

Correct Answer:- Option-D