

**FINAL ANSWER KEY**

Paper: Acts and Rules administered by the Labour Department - Part III  
Date of Examination: 05-09-2019

Question1:-"Sales promotion employee" means any person employed in any establishment for hire or reward to do any work relating to promotion of sales or business, but does not include any person being employed in a supervisory capacity, drawing wages exceeding \_\_\_\_\_ rupees per mansem

- A:-seven hundred and fifty
- B:-sixteen hundred
- C:-six hundred
- D:-one thousand

Correct Answer:- Option-B

Question2:-Which section of the sales promotion Employees (Conditions of Service) Act, 1976 empowers the Central Government to declare certain industries to be notified industries?

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

Correct Answer:- Option-D

Question3:-The provisions of the \_\_\_\_\_ shall apply to sales promotion employees in accordance with the SPE(CoS) Act, 1976.

- A:-Payment of Wages Act, 1936
- B:-Equal Remuneration Act, 1976
- C:-Minimum Wages Act, 1948
- D:-Contract Labour (R & A) Act, 1970

Correct Answer:- Option-C

Question4:-Maximum penalty provided for the contravention of the provision of section 4 of the SPE (CoS) Act, 1976 is \_\_\_\_\_ rupees.

- A:-one thousand
- B:-five thousand
- C:-five hundred
- D:-seven hundred

Correct Answer:- Option-A

Question5:-Holidays of sales promotion employee in a calendar year is \_\_\_\_\_ only.

- A:-twelve
- B:-twenty
- C:-ten
- D:-seven

Correct Answer:- Option-C

Question6:-A sales promotion employee who desires to obtain leave of absence shall apply in writing to the \_\_\_\_\_

- A:-Manager
- B:-Supervisor
- C:-Employee
- D:-Competent Officer

Correct Answer:- Option-D

Question7:-Every establishment shall prepare and maintain A register of sales promotion employees in Form :

- A:-B
- B:-IV
- C:-II
- D:-E

Correct Answer:- Option-A

Question8:-According to the SPE (Cos) Rules, 1976 "quarantine leave" means leave of absence from duty by reason of the presence of an infectious disease in the \_\_\_\_\_ sales promotion employee.

- A:-premise

- B:-household
- C:-office
- D:-surrounding

Correct Answer:- Option-B

Question9:-Nothing contained in the Kerala Payment of subsistence Allowance Act, 1972 shall apply to any Public Sector undertaking of the \_\_\_\_\_

- A:-Appropriate Government
- B:-Central Government
- C:-State Government
- D:-None of these

Correct Answer:- Option-B

Question10:-Application for recovery of money due from an employer under the KPSA Act, 1972 shall be made within \_\_\_\_\_

- A:-three months
- B:-one year
- C:-sixty days
- D:-thirty days

Correct Answer:- Option-B

Question11:-According to the provisions of KPSA Act, 1972 "wages" means all remuneration capable of being expressed in terms of money and includes :

- A:-any travelling concession
- B:-any bonus
- C:-any gratuity
- D:-any contribution to provident fund

Correct Answer:- Option-A

Question12:-An interim decision of an employer as a result of which an employee is debarred temporarily from attending his office and performing his functions in the establishment is called " \_\_\_\_\_ " under the KPSA Act, 1972.

- A:-termination
- B:-retrenchment
- C:-suspension
- D:-denial of employment

Correct Answer:- Option-C

Question13:-Where an employee is placed under suspension, the employer shall intimate the fact of suspension to the Government and the Deputy Labour Commissioner within \_\_\_\_\_ days of the suspension under the KPSA Rules, 1974.

- A:-seven
- B:-ten
- C:-thirty
- D:-fourteen

Correct Answer:- Option-D

Question14:-Condition of payment of subsistence allowance is specified in section \_\_\_\_\_ of the KPSA Act, 1972.

- A:-5
- B:-3
- C:-9
- D:-11

Correct Answer:- Option-B

Question15:-Whoever contravenes any provision of the KPSA Act, 1972 shall be punishable with fine which shall not be less than \_\_\_\_\_ thousand rupees.

- A:-ten
- B:-three
- C:-one
- D:-five

Correct Answer:- Option-C

Question16:-An authority appointed by the appropriate Government under section \_\_\_\_\_ of the payment of gratuity 1972 shall be responsible for the administration of this Act.

- A:-6
- B:-2(d)
- C:-8
- D:-5

Correct Answer:- Option-A

Question17:-The maximum amount of gratuity payable to an employee shall not exceed \_\_\_\_\_ rupees.

- A:-three lakh
- B:-seven lakh
- C:-ten lakh
- D:-no limit

Correct Answer:- Option-C

Question18:-Which section of the PoG Act, 1972 makes provision for compulsory insurance of employee and payment of premium by employer?

- A:-14
- B:-4
- C:-12
- D:-4-A

Correct Answer:- Option-D

Question19:-Whoever contravenes the provisions of subsection 5 of 4-A shall be punishable with fine may extend to \_\_\_\_\_ thousand rupees.

- A:-five
- B:-ten
- C:-seven
- D:-two

Correct Answer:- Option-B

Question20:-Each employee, who has completed \_\_\_\_\_ of service shall make nomination for the purpose of the second proviso to sub-section (1) of section 4 of the PoG Act, 1972.

- A:-six months
- B:-one year
- C:-five years
- D:-ninety

Correct Answer:- Option-B

Question21:-Which rule of the KPG Rules, 1973 deals with the matter relating to the recovery of gratuity by employee, his nominees or legal heirs?

- A:-9
- B:-14
- C:-12
- D:-19

Correct Answer:- Option-D

Question22:-The payment of gratuity Act, 1972 applies to every shop or establishment in which \_\_\_\_\_ or more employees are employed.

- A:-ten
- B:-twenty
- C:-fifty
- D:-five

Correct Answer:- Option-A

Question23:-According to the PoG Act, 1972 "retirement" means termination of the service of an employee otherwise than on \_\_\_\_\_

- A:-dismissal
- B:-retrenchment
- C:-superannuation
- D:-resignation

Correct Answer:- Option-C

Question24:-The rate of gratuity payable to an employee is \_\_\_\_\_ days wages based on the rate of wages last drawn by the employee for every completed year of service

- A:-twenty six

B:-fifteen

C:-twenty

D:-thirty

Correct Answer:- Option-B

Question25:-The gratuity payable to an employee may be forfeited, if the service of such employee have been terminated for his disorderly conduct under section \_\_\_\_\_ of the PoG Act, 1972.

A:-10

B:-8

C:-4(6) b(i)

D:-4(6) a

Correct Answer:- Option-C

Question26:-The Kerala Casual temporary and Badli Workers (wages) Act, 1989 shall apply to every \_\_\_\_\_

A:-oilfield

B:-public sector undertaking

C:-industrial establishments

D:-factory

Correct Answer:- Option-D

Question27:-"Badli worker" means a worker who is appointed in the place of \_\_\_\_\_ worker who is temporarily absent.

A:-casual

B:-permanent

C:-temporary

D:-none of these

Correct Answer:- Option-B

Question28:-Which provisions of the Industrial Disputes Act, 1947 shall apply for the recovery of money due from an employer arising out of the decision of the authority appointed under section 4(1) of the KCT & BW (W) Act, 1989?

A:-33-C (1)

B:-33-C (2)

C:-33

D:-3

Correct Answer:- Option-A

Question29:-If any employer contravenes the provisions of section 3 of the KCT & BW (W) Act, 1989, he shall be punishable with fine which may extend to \_\_\_\_\_ thousand rupees

A:-one

B:-five

C:-three

D:-ten

Correct Answer:- Option-B

Question30:-As per the KCT & BW (W) Rules, 1993 a worker shall be eligible for one day's leave with full wages for every \_\_\_\_\_ days of the work completed.

A:-seven

B:-six

C:-thirty

D:-twelve

Correct Answer:- Option-C

Question31:-Every employer shall provide a badli worker with a work card in Form :

A:-C

B:-A

C:-D

D:-B

Correct Answer:- Option-D

Question32:-Where the employment of any casual worker is terminated, the wages earned by him shall be paid before the expiry of the \_\_\_\_\_ working day from the day on which his employment is terminated.

A:-seventh

B:-second

C:-fourth

D:-fifth

Correct Answer:- Option-B

Question33:-The Contract Labour (Regulations and Abolition) Act, 1970 applies to every contractor who employs or who employed on any day of the preceding twelve months \_\_\_\_\_ or more workmen.

A:-ten

B:-fifty

C:-twenty

D:-thirty

Correct Answer:- Option-C

Question34:-Who may prohibit the employment of contract labour in any establishment?

A:-Appropriate Government

B:-Central Board

C:-Inspector

D:-State Board

Correct Answer:- Option-A

Question35:-According to the Contract Labour Act, 1970 "wages" shall have the meaning assigned to it in section 2(vi) of the \_\_\_\_\_

A:-Minimum Wages Act, 1948

B:-Industrial Disputes Act, 1947

C:-Payment of Bonus Act

D:-Payment of Wages Act, 1936

Correct Answer:- Option-D

Question36:-Any industry the control of which by the union has been declared by any Central Act to be expedient in the public interest is called \_\_\_\_\_ under the CL Act, 1970.

A:-industrial establishment

B:-factory

C:-controlled industry

D:-commercial establishment

Correct Answer:- Option-C

Question37:-State Advisory Contract Labour Board shall be constituted under section \_\_\_\_\_ of the CL Act, 1970.

A:-3(1)

B:-4(1)

C:-7

D:-11

Correct Answer:- Option-B

Question38:-Any person aggrieved by an order made under section 14 of the CL Act, 1970 shall prefer an appeal to an appellate officer within \_\_\_\_\_ days.

A:-thirty

B:-forty five

C:-sixty

D:-ninety

Correct Answer:- Option-A

Question39:-Who shall constitute committees under the Contract Labour Act, 1970?

A:-State Government

B:-State Board

C:-Central Government

D:-Labour Commissioner

Correct Answer:- Option-B

Question40:-Every application by a contractor for the grant of a license shall be made in Form \_\_\_\_\_ under the KCL (R & A) Rules, 1974

A:-XI

B:-VI

C:-IV

D:-II

Correct Answer:- Option-C

Question41:-If the number of workmen proposed to be employed on contract on any day is 500, the fees to be paid for the grant of certificate under section 7 of CL Act, 1970 shall be \_\_\_\_\_ rupees.

A:-two thousand

B:-five thousand

C:-ten thousand

D:-six thousand

Correct Answer:- Option-D

Question42:-According to the Kerala Labour Rules, 1974 wages period shall not exceed \_\_\_\_\_

A:-one month

B:-two weeks

C:-seven days

D:-three months

Correct Answer:- Option-A

Question43:-There shall be at least one urinal for male worker up to \_\_\_\_\_ in every establishment coming within the scope of CL Act, 1970

A:-25

B:-50

C:-100

D:-20

Correct Answer:- Option-B

Question44:-No principal employer of an establishment to which the CL Act applies, shall employ contract labour in the establishment after the revocation of registration referred to in clause (b) of section \_\_\_\_\_ of the Act.

A:-8

B:-9

C:-13

D:-16

Correct Answer:- Option-B

Question45:-Who may vary or amend a license granted under section 12 of the CL Act, 1970?

A:-Appropriate Government

B:-Licensing Officer

C:-Inspector

D:-Registering Officer

Correct Answer:- Option-B

Question46:-Where the offence consists of disobeying a written order made by an inspector, complaint thereof may be made in the court within \_\_\_\_\_ months.

A:-six

B:-three

C:-one

D:-twelve

Correct Answer:- Option-A

Question47:-For the purpose of section \_\_\_\_\_ of CL Act, 1970 "company" means any body corporate and includes a firm or other association of individuals.

A:-25

B:-15

C:-5

D:-9

Correct Answer:- Option-A

Question48:-Every contractor shall issue an employment card in the prescribed form to each worker within \_\_\_\_\_ days of the employment of the

worker under the KCL Rules, 1974.

- A:-fifteen
- B:-ten
- C:-twelve
- D:-three

Correct Answer:- Option-D

Question49:-Who shall issue a "Service Certificate" to the workman whose service have been terminated under the KCL Rules, 1974?

- A:-Principal employer
- B:-Contractor
- C:-Inspector
- D:-Licensing Officer

Correct Answer:- Option-B

Question50:-As per section \_\_\_\_\_ of the Kerala Agricultural Workers Act, 1974 the Government may constitute an Agricultural Tribunal for every area specified therein

- A:-14
- B:-8(4)
- C:-12(1)
- D:-4(1)

Correct Answer:- Option-D

Question51:-According to the KAW Act, 1974, 'child' means a person who has not completed his \_\_\_\_\_ year of age.

- A:-eighteenth
- B:-sixteenth
- C:-fifteenth
- D:-fourteenth

Correct Answer:- Option-C

Question52:-Who is the landowner in relation to a land held by a cultivating tenant?

- A:-owner of the land
- B:-the person in actual possession of the land
- C:-cultivating tenant
- D:-none of the above

Correct Answer:- Option-C

Question53:-An Agricultural Tribunal consists of a sole member, who shall be an officer not below the rank of \_\_\_\_\_

- A:-Assistant Labour Officer
- B:-Deputy Collector
- C:-District Collector
- D:-Deputy Labour Commissioner

Correct Answer:- Option-B

Question54:-No landowner shall be under an obligation to employ any male agricultural worker who is more than years of age

- A:-sixty five
- B:-sixty
- C:-fifty eight
- D:-seventy

Correct Answer:- Option-A

Question55:-Prescribed wages for harvest shall be paid to the agricultural worker concerned at the \_\_\_\_\_

- A:-office
- B:-paddy field
- C:-at the threshing floor
- D:-work area

Correct Answer:- Option-C

Question56:-The agricultural Tribunal shall have no power to stay the operating of the order of the conciliation officer pending disposal of the appeal under \_\_\_\_\_ of the KAW Act, 1974.

A:-23(2)

B:-26

C:-14

D:-35(2)

Correct Answer:- Option-A

Question57:-Who may refer an agricultural dispute to the Agricultural Tribunal for adjudication?

A:-Conciliation Officer

B:-District Labour Officer

C:-Government

D:-District Collector

Correct Answer:- Option-D

Question58:-An award referred to in section 5 of KAW Act shall become enforceable on the expiry of \_\_\_\_\_ days from the date of its publication.

A:-thirty

B:-ten

C:-fifteen

D:-sixty

Correct Answer:- Option-B

Question59:-Whoever for the purpose of avoiding any payment to be made by him under the KAW Act, 1974 shall be punishable with fine which may extend to \_\_\_\_\_ rupees.

A:-one thousand

B:-two thousand

C:-five hundred

D:-nine hundred

Correct Answer:- Option-A

Question60:-Agricultural workers' provident fund shall vest in, and be administered by, a Board constituted under section \_\_\_\_\_ of the KAW Act, 1974.

A:-18

B:-4

C:-11

D:-21

Correct Answer:- Option-C

Question61:-Agricultural workers provident fund commissioner shall be the \_\_\_\_\_ of the Board.

A:-Chairman

B:-Chief Executive Officer

C:-Secretary

D:-Administrator

Correct Answer:- Option-B

Question62:-Application under section 20(1) of the KAW Act shall be in Form :

A:-6

B:-4

C:-2

D:-1

Correct Answer:- Option-D

Question63:-An appeal under section 23 of the KAW Act shall be filed before the Agricultural Tribunal within \_\_\_\_\_ days.

A:-thirty

B:-forty

C:-ninety

D:-ten

Correct Answer:- Option-A

Question64:-Who shall prepare and maintain the register of Agricultural workers in the prescribed form :

A:-Inspector



B:-Conciliation Officer

C:-Executive Authority

D:-Convener

Correct Answer:- Option-C

Question65:-Every register of employment and wages relating to any calendar year shall be preserved for a period of \_\_\_\_\_ years thereafter.

A:-five

B:-three

C:-two

D:-four

Correct Answer:- Option-B

Question66:-Specify the rule under section 47(2)d of KAW Act, explaining the manner of estimating cash value of prescribed wages in kind

A:-24

B:-10

C:-13

D:-19

Correct Answer:- Option-D

Question67:-The term of office of a member of the Agricultural Workers Provident Board shall be \_\_\_\_\_ years.

A:-three

B:-four

C:-two

D:-six

Correct Answer:- Option-A

Question68:-No discrimination to be made while recruiting men and women under section \_\_\_\_\_ of the Equal Remuneration Act, 1976.

A:-3

B:-5

C:-9

D:-7

Correct Answer:- Option-B

Question69:-For the purpose of providing increasing employment opportunities for \_\_\_\_\_ the appropriate Government shall constitute one or more Advisory Committees under the ER Act, 1976.

A:-men

B:-men and women

C:-women

D:-none of these

Correct Answer:- Option-C

Question70:-If, after the commencement of the ER Act, any employer makes recruitment in contravention of the provisions of this Act, he shall be punishable with fine which may extend to \_\_\_\_\_ thousand rupees.

A:-ten

B:-five

C:-twenty

D:-one

Correct Answer:- Option-C

Question71:-Nothing in the ER Act shall apply to any special treatment accorded to women in connection with the \_\_\_\_\_

A:-birth

B:-miscarriage

C:-abortion

D:-unexpected birth of a child

Correct Answer:- Option-A

Question72:-Every complaint under section 7(1)a of the ER Act shall be made in triplicate, in Form \_\_\_\_\_ to the Authority.

A:-C

B:-A

C:-D

D:-B

Correct Answer:- Option-B

Question73:-According to rule \_\_\_\_\_ of the ER Rules, 1976 every employer shall maintain up-to-date a register in relation to the workers at the place where workers are employed.

A:-2

B:-4

C:-6

D:-3

Correct Answer:- Option-C

Question74:-Monies due from an employer arising of the decision of the Appellate Authority can be recovered by making an application under the provisions of the \_\_\_\_\_

A:-payment of Wages Act, 1936

B:-Minimum Wages Act, 1949

C:-Payment of Gratuity, 1972

D:-Industrial Disputes Act, 1947

Correct Answer:- Option-D

Question75:-"Employer" means, in relation to headload worker who is not employed by any employer or contractor the committee constituted under section \_\_\_\_\_ of the Kerala Headload Workers Act, 1978.

A:-8

B:-11

C:-14

D:-18

Correct Answer:- Option-D

Question76:-According to the KHLW Act, a person who has completed his \_\_\_\_\_ years of age is called adult.

A:-eighteenth

B:-twenty first

C:-sixteenth

D:-fifteenth

Correct Answer:- Option-A

Question77:-No adolescent headload worker shall be required to work for more than \_\_\_\_\_ hours in any day.

A:-eight

B:-four

C:-six

D:-nine

Correct Answer:- Option-C

Question78:-A person who is more than \_\_\_\_\_ years of age shall not be entitled to the benefit conferred on a headload worker under the KHLW Act.

A:-sixty

B:-fifty five

C:-fifty eight

D:-sixty five

Correct Answer:- Option-A

Question79:-If an employer refuses to pay wages, the headload worker may make an application to the conciliation officer under section \_\_\_\_\_ of the KHLW Act.

A:-11(1)

B:-7(1)

C:-15

D:-11(2)

Correct Answer:- Option-D

Question80:-Who shall be the Registering Authority for the purpose of the KHLW Act, 1978?

A:-Executive Officer

B:-Assistant Labour officer, Grade II

C:-District Labour Officer

D:-Board

Correct Answer:- Option-B

Question81:-The total number of members to the Headload Workers Welfare Board shall be \_\_\_\_\_

A:-fifteen

B:-twenty

C:-twelve

D:-five

Correct Answer:- Option-A

Question82:-The term of office of the members of the Board other than official members shall be for a period of \_\_\_\_\_ years from the date of nominations.

A:-five

B:-three

C:-two

D:-four

Correct Answer:- Option-B

Question83:-Which provisions of the KHLW Rules, 1981 shall apply to the members of the subcommittee of the Board for attending the meeting of the committee?

A:-8

B:-15

C:-10

D:-7

Correct Answer:- Option-D

Question84:-Who shall be an ex-officio member of the Board constituted under the provisions of the KHLW Act and Rules?

A:-Chairman

B:-Inspector

C:-Convener

D:-Chief Executive

Correct Answer:- Option-D

Question85:-Specify the fund which shall be administered by the Board under the KHLW Act and Rules

A:-Headload Workers Fund

B:-Provident Fund

C:-Welfare fund

D:-Headload Workers General Fund

Correct Answer:- Option-D

Question86:-The Board shall submit to the Government before the 31st of \_\_\_\_\_ each year a report on the working of the scheme during the previous financial year.

A:-July

B:-March

C:-January

D:-December

Correct Answer:- Option-A

Question87:-The term of every non official member of the committee appointed under Section 18 of the KHLW act shall be \_\_\_\_\_ years.

A:-two

B:-three

C:-five

D:-six

Correct Answer:- Option-A

Question88:-The settlement arrived at as per section 21(3) of the KHLW Act shall be in form

A:-two

B:-three

C:-five

D:-six

Correct Answer:- Option-C

Question89:-An appeal against the decision of the conciliation officer under section 21(4) of the KHLW Act shall not be admitted after a period of \_\_\_\_\_ months.

A:-one

B:-twelve

C:-six

D:-three

Correct Answer:- Option-C

Question90:-Application for registration of headload workers shall be submitted in form

A:-X

B:-XI

C:-IX

D:-VII

Correct Answer:- Option-C

Question91:-Registration of a person as headload workers may be cancelled by the

A:-Assistant Labour Officer

B:-District Labour Officer

C:-Deputy Labour Commissioner

D:-Deputy Labour Officer

Correct Answer:- Option-D

Question92:-According to the provisions of KHLW Act, the total period of supersession of the Board shall not exceed

A:-three months

B:-six months

C:-two years

D:-one year

Correct Answer:- Option-D

Question93:-Who is the officer authorized by the Government for sanction of prosecution under the KHLW Act?

A:-District Labour Officer (Enforcement)

B:-District Labour Officer

C:-Conciliation Officer

D:-Inspector

Correct Answer:- Option-A

Question94:-No headload worker shall be required to carry on his head or person at a time any article weighing more than \_\_\_\_\_ kilograms.

A:-100

B:-80

C:-75

D:-60

Correct Answer:- Option-C

Question95:-No headload worker shall work for more than \_\_\_\_\_ hours continuously before he had an interval for at least half an hour.

A:-four

B:-six hours

C:-five

D:-three

Correct Answer:- Option-D

Question96:-Pooling of headload workers who are not employed under any employer or contractor is mentioned in the \_\_\_\_\_

A:-Act

B:-Rules

C:-Scheme

D:-None of these

Correct Answer:- Option-C

Question97:-The government may remove from office any member who is absent without leave of the Board for more than \_\_\_\_\_ consecutive meetings of the Board.

A:-three

B:-two

C:-seven

D:-five

Correct Answer:- Option-A

Question98:-Which section of the sales Promotion Employees (Cos) Act, 1976 lays down that every employer should issue appointment letter to every employee?

A:-9

B:-12

C:-11-A

D:-5

Correct Answer:- Option-D

Question99:-If a sales promotion employee is required to attend to his duties on a holiday, a compensatory holiday shall be given to him within \_\_\_\_\_ days.

A:-thirty

B:-seven

C:-fifteen

D:-twenty

Correct Answer:- Option-A

Question100:-Which rule empowers the employer to recall a sales promotion employee on leave?

A:-7

B:-10

C:-14

D:-13

Correct Answer:- Option-D